



# CROWDER COLLEGE

OFFICE FOR ACADEMIC AFFAIRS  
Neosho, Missouri 64850  
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November 29, 2011

Dr. David Russell, Commissioner  
Missouri Department of Higher education  
3515 Amazonas Drive  
Jefferson City, MO 65109

Dear Commissioner Russell:

Please find enclosed a new program proposal for Occupational Therapy Assistant. This will be an Associate of Science Degree.

The program request has been faxed to your office for your review.

Feel free to contact me if you have any questions.

Sincerely,



Herb Schade, Ph.D.

V.P. Academic Affairs

Attachment

NEW PROGRAM PROPOSAL: (Form NP)

Sponsoring institution(s): Crowder College

Program Title: Occupational Therapy Assistant

Degree/Certificate: Associate of Science (AS)

Options: N/A

Delivery Site(s): Crowder College in Neosho

CIP Classification: 51.0803

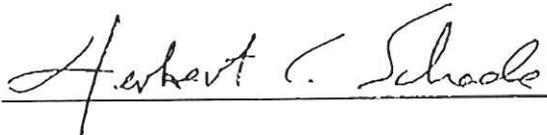
Implementation Date: Fall 2012

Cooperative Partners: N/A

Expected Date of First Graduation: Fall 2014

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AUTHORIZATION



Dr. Herb Schade  
Vice President of Academic Affairs and Chief Academic Officer  
Crowder College  
November 28, 2011

CONTACT

Tammy A. Thompson MSOTR/L  
Program Director  
Occupational Therapy Assistant Program  
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MDHE New Program Proposal

**NEED:**

The mission of Crowder College is to build a civil, serving, literate, learning community of responsible citizens. Crowder College believes that access and quality of education are compatible and that both can be more fully realized through a proactive stance seeking to make the public aware of and interested in the opportunities available. The college views itself as having an active role in economic and social development through continuing education and customized training that is directed toward improving work skills and productivity, creating a more desirable work and social environment, and adding to the general quality of life within the region.

The demand for Occupational Therapy Assistants (OTA) has increased comparatively with the increasing number of individuals with developmental and physical disabilities, the significant increase in the elderly population as the Baby Boomer generation moves into their senior years, and the advances in medicine that have allowed patients to survive in greater numbers and live longer. There is an expected job market increase of 34% or more by 2014 for Occupational Therapy Assistants. The Bureau of Labor Statistics estimates the total number of job openings for OTA's will exceed the 10,000 mark. This same report affirms OT's and OTA's are two of the 17 fastest growing health occupations.

There is a shortage of Occupational therapist (OT) and Occupational therapy assistants (OTA) in every practice setting across the nation including the Veteran's Administration (VA). The VA currently has a vacancy rate near 20% for OT and OTA positions. This statistic alone is enough to justify the addition of Occupational Therapy Assistant program at Crowder College.

**A. Student Demand:**

I. Estimated enrollment each year for the first five years for full-time students (Form SE).

**STUDENT ENROLLMENT PROJECTIONS:**

YEAR	1	2	3	4	5
Full Time Students	25	50	62.5	62.5	62.5
*Part Time Students	n/a	n/a	n/a	n/a	n/a
Total	25	50	62.5	62.5	62.5

\*The Occupational Therapy Assistant program will offer entry once a year through a limited admission process. Students will move through the program as a cohort and must complete all Occupational Therapy Assistance courses as outlined in the five semester curriculum plan.

II. Will enrollment be capped in the future? Yes, 25 new students a year (a new cohort of 25 will be added each Fall)

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## B. Market Demand:

- I. National, State, Regional, or Local assessment of labor need for citizens with these skills.

The Bureau of Labor Statistics estimates there will be over 10,000 job vacancies for Occupational Therapy assistance by the year 2014.

Missouri Economic and Information Research Center (MERIC), which is a part of the Missouri Economic Development lists Occupational Therapy Assistant as an A- career field; meaning this career field is predicted to have above average openings, growth, and income earnings over the next few years. The predictions are for a 5.4% increase in job demand within the next year, with an average of 31 openings a year and median earnings around the \$50,000 mark.

## C. Societal Need:

- I. General need which are not directly related to employment.

As the baby boomers enter the senior years and the industry steps up its ability to accommodate them, so does the number of trained and qualified individuals needed to assist this population in living as normal and productive life as possible. "Because of the immense size of this baby boom generation, the numbers of senior citizens will more than double between now and 2050, from 40 million to 89 million. And older folks will make up an ever-larger share of the population, increasing from 13 percent now to 20 percent in 2050" (Nicole Gelinias). As Occupational Therapy's primary focus is to assist individuals in living life to the fullest and as independently as possible, there is no doubt the demand for Occupational Therapy assistant will continue to rise.

Further, modern technology is allowing a greater number of children to survive premature births, which often has long term complication or challenges, and genetic complications which would likely lead to death a few short years ago. More than 15% of school-age children, that's about 10 million children, had a developmental disability in 2006-08, according to a study released in the *Journal Pediatrics* (Lisa Szabo). That is a rise of 12.8% from 1997-99.

This is only two of the many populations Occupational Therapist serve. The societal demands for increased numbers of skilled individuals in Occupational Therapy are also expected to rise in the psychosocial settings as modern medication and skilled interventions allow for individuals with psychosocial challenges to lead successful lives.

## D. Methodology use to determine "B" and "C" above?

National and state reporting agencies and peer review articles were used to gather the information in "B" and "C"; the sources are listed on the last page. The demand for Occupational Therapy Assistant has also been well communicated to this writer, through conversation with local hospitals, clinics, home health providers, skilled nursing, and

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assisted living facilities. Further, there are a plethora of recruiters in contact with this writer on a daily basis seeking referrals for employment of Occupational Therapist and Occupational Therapy Assistants.

**DUPLICATION AND COLLABORATION:** If similar program currently exist in Missouri, what makes the proposed program necessary and/or distinct from the others at public institutions, area vocational technical schools, and private career schools?

There are six accredited Occupational Therapy Assistant (OTA) programs in the state of Missouri. The nearest OTA program is in Springfield, MO, located approximately one and half hours from Crowder College. The nearest OTA program in the adjoining state of Arkansas is in Little Rock, which is approximately four hours from this college.

As there continues to be a shortage of Occupational Therapy Assistants, Crowder College would be productively adding to the work force needs of Missouri and other states with the addition of the program. There has already been much stated interest from local and out of district students to support the OTA program. Several, area colleges have contacted the OTA program director to offer support of the program and to request Crowder's participation in career fairs to market the OTA program.

Crowder will offer the Occupational Therapy Assistant program at competitive tuition rates which are generally lower than any others in the area, which will make the program affordable for all income levels. The program will be offered as a full time program, with minimal pre-admission requirements, although students will be allowed/encouraged to complete all generally education requirements prior to admittance into the program which would enable the student to attend school and maintain a job if necessary. Crowder will offer the Occupational Therapy Assistant degree as an Associate of Science, encouraging students to continue their education and increasing the ease of transferability of this degree.

Does the delivery of the program involve a collaborative effort with any external institution or organization? NO

**PROGRAM STRUCTURE (Form PS)**

- A. Total credits required for graduation: 79 credit hours
- B. Residency requirements, if any: Students will need to apply for admission through Crowder College's admission department prior to acceptance into the OTA program and residency requirements will be determined through the Crowder standards already in place.
- C. General Education: 38 credit hours

**Courses:**

ENGL 101 English Composition  
PSYC 101 General Psychology  
SOC 101 General Sociology  
COLL 101 College Orientation

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BIOL 152 Human Anatomy and Physiology I  
BIOL 252 Human Anatomy and Physiology II  
OA 215 Medical Terminology  
PSYC 200 The Developing Person Through the Lifespan  
PSYC 110 Psychology of Personal Adjustment  
SPCH 101 Fundamentals of Speech  
MATH 111 College Algebra  
or MATH 107 Introduction to Mathematics  
HIST 106 U.S. History I  
or PLSC 103 National, State, Local Government

## D. Major Requirements: 38 credit hours

## Courses:

OTA 100 Fundamentals of Occupational Therapy  
OTA 110 Occupations through Lifespan  
OTA 120 Physical Alterations  
OTA 130 Human Movement  
OTA 200 Occupational Therapy in Pediatric Settings  
OTA 205 Occupational Performance I  
OTA 210 Occupational Therapy in Psychosocial Settings  
OTA 215 Occupational Performance II  
OTA 220 Occupational Therapy in Physical Rehabilitation  
OTA 225 Occupational Performance III  
OTA 230 Clinical Decision-Making in Occupational Therapy  
OTA 240 Fieldwork level II and Seminar A  
OTA 250 Fieldwork level II and Seminar B

## E. Free Elective Credits: 3 credit hours

## Course:

HUMANITIES

- F. Requirements for thesis, internship or other capstone experience: The capstone experience for the Occupational Therapy Assistant student will be the completion of the Level II Fieldwork Experience. Course OTA 240 and OTA 250 require the completion of a minimum of three days a week for eight weeks in a supervised fieldwork experience applying occupational theory, skills, and concepts at an off-campus designated site.
- G. Any unique features such as interdepartmental cooperation: The OTA program will share classrooms and lab space with the Nursing program at Crowder College.

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**PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS (Form PG)**

Institutions Name: Crowder College

Program Name: Occupational Therapy Assistant (OTA)

Date: November 30, 2011

**Student Preparation:**

Any special admissions procedures or student qualifications required for the program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, person interview, etc. Please note if no special preparation will be required:

1. Admission into the OTA will be through single entry selective admission. Students will be required to meet the following standards:

- ACT score of 19
- GPA of 2.5
- Completion of pre-admission requirements:
  - ENG 101 English Composition
  - PSYC 101 General Psychology
  - SOC 101 General Sociology
  - COLL 101 College Orientation

Students will also be required to complete an application packet that will include multiple forms, directions for completing observation time and the associated form, two essays, and personal reference forms. Following completion of all requirements and submission of the application packet, students will be scheduled for an interview.

2. Characteristics of a specific population to be served, if applicable.

The OTA program is designed to accommodate College students who meet the above requirements and desire a rewarding and flourishing career in the health care field.

**Faculty Characteristics**

1. Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate?

***Faculty for OTA program must meet the following requirements:***

Program Director:

- Master's degree
- Hold a current MO Occupational Therapy License

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- Be registered with NBCOT
- Have experience working with Certified Occupational Therapy Assistants
- Two years of teaching experience
- Meet the requirements of full-time faculty

Fieldwork Coordinator/Instructor:

- Bachelor's Degree in Occupational Therapy Assistants/Master's Degree in Occupational Therapy
- Hold a current MO OTA or OT license
- Be registered with NBCOT
- Have experience working with Certified Occupational Therapy Assistants
- Demonstrate expertise in the content area they teach
- Meet the requirements of full-time faculty (Fieldwork Coordinator)

2. Estimated percentage of credit hours that will be assigned to full time faculty. Please use the "full time faculty" (and not FTE) in your descriptions here.

- The Program Director will be expected to teach approximately 4 credit hours per semester.
- The Fieldwork coordinator will be expected to teach approximately 12 credit hours per semester, with three hours of release time for coordination and management of fieldwork needs.

3. Expectations for professional activities, special student contact, teaching/learning innovation.

- OTA Program faculty are required to hold a current and valid OT or OTA license which requires 24 continuing education credits for OT's and 18 continuing education credits for OTA's for the preceding two-year period in which the license is being renewed.
- Crowder College offers staff developing opportunities on a monthly basis throughout the Fall and Spring academic terms.
- The Occupational Therapy Assistant program is designed with the expectation of educating students to successfully complete an Associate in Science Degree, as an Occupational Therapy Assistant, to be eligible to sit for the certification exam given by the National Board for Certification in Occupational Therapy (NBCOT).

Enrollment Projections

1. Student FTE(s) majoring in the program by the end of five years.

Year	1	2	3	4	5
*Full Time Students	25	50	62.5	62.5	62.5

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\*A new cohort of 25 students will be admitted into the five semester program for the Fall semester of each year beginning in 2012.

2. Percent of full time and part time enrollment by the end of five years.

- Please see the grid above: The Occupational Therapy Assistant Program will not offer part time status. Students will progress through the program as a cohort. Students not meeting the requirements to progress through the program as scheduled will be dismissed from program. All appropriate actions will be taken to avoid dismissal of a student. The student will be afforded the opportunity to re-apply for admission to the OTA program during future admission cycle.

Student and Program Outcomes

1. Number of graduates per annum at three and five years after implementation of the program.

- The Crowder College Occupational Therapy Assistant program estimates a 12-15% attrition rate per cohort with greater than 90% of those students passing the National Board Certification for Occupational Therapy on the first attempt.
- The first cohort of students will graduate in the Fall of 2014, with a graduating class to follow each Fall semester.

Year	3	5
Number of graduates per cohort	21-23	21-23

2. Special skills specific to the program

Upon completion of the OTA Program, graduates will demonstrate:

- Knowledge of the history of Occupational Therapy and the use of occupation as a basis for effective treatment implementation.
- Knowledge of the role delineation between the OTA and the OTA in the work environment
- Knowledge of the scientific basis and effectiveness of occupational therapy treatment
- Knowledge of AOTA's standards and code of ethics for practice
- Knowledge of state and federal regulatory and legislative actions and their effect on the delivery of OT and health care services.
- Knowledge of universal precautions
- The ability to read and interpret professional literature and critically analyze new concepts
- The ability to communicate effectively in written and oral communication
- The ability to promote effective interpersonal relationships
- The ability to implement occupation-based, comprehensive treatment which may include but is not limited to:
  - Assessment of architectural barriers

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- ADLs and functional training
  - High and low assistive technology
  - Developmental activities
  - Endurance activities
  - Environmental modifications
  - Modalities (OT specific)
  - Muscle re-education, strengthening
  - Orthotic fabrication
  - Client/family/significant other/staff education
  - Positioning for wheelchair, bed and other durable medical equipment
  - Wellness and health maintenance
- An understanding of the importance and value of lifelong learning to promote personal and professional growth
  - An understanding of the principles of:
    - Authority and responsibility
    - Flexibility and problem solving
    - Performance evaluation, policies and procedures
    - Fiscal considerations for OT
    - Quality assurance
    - Client and family interaction
    - Documentation and confidentiality
    - The supervisory process
    - Management in OT

3. Proportion of students who will achieve licensing, certification, or registration.

The goal of the Occupational Therapy Assistant program at Crowder College is to graduate well prepared entry level Occupational Therapy Assistants with greater than 90% first time pass rate for National Board Certification for Occupational Therapy. Further, the end goal is to have 90% pass rate for each graduating class within 1 year of graduation.

4. Performance on national and/or local assessments, e.g., percent of students scoring above the 50<sup>th</sup> percentile on normed tests; percent of students achieving minimal cuts-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

- Student completing the Occupational Therapy Assistant, A.S. Degree, will take the CAAP exit exam. OTA students are expected to test above the 50<sup>th</sup> percentile in Reading, Writing Skills, Mathematics, and Critical Thinking.

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- Following ACOTE final accreditation of the OTA program, students will be eligible to sit for National Board Certification for Occupational Therapy Exam.
5. Placement rates in related fields, in other fields, unemployed.

Crowder College anticipates a 100% placement of all students graduating from the program and passing the National Board Certification for Occupational Therapy.

6. Transfer rates, continuous study.

The Associates of Science/Occupational Therapy Assistant Degree not only prepares students to enter the work force but also prepares graduates to pursue a higher level of education. The program is designed for transfer to other institutions to pursue a Bachelors' Degree or an Occupational Therapy Assistant to Occupational Therapy bridge program. The OTA program director will pursue articulation agreements with appropriate institutions.

### Program Accreditation

Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide reasons.

- The Crowder College Occupational Therapy program applied for accreditation to Accreditation Council for Occupational Therapy Education (ACOTE) in May of 2011. The program was awarded Developing Program Status in August 2011 and the following time line for full accreditation was established by ACOTE:

August 2011	Students may be notified of the program
August 2012	First Class may begin
April 1, 2012	Initial Report of Self Study is due
August 2013	ACOTE action on the initial Review (Report of Self Study)
Winter/Spring 2013	Initial on-site evaluation
April 2014	ACOTE action on the Report of On-Site Evaluation
June 2014	First Class (Cohort) begins Level II Fieldwork
December 2014	First Class Graduates

- Once accreditation of the program has been obtained, its graduates will be eligible to sit for the National Certification Examination for the Occupational Therapy Assistant administered by the National Board for Certification in Occupational Therapy (NBCOT). After successful completion of this exam, the Individual will be a Certified Occupational Therapy Assistant (COTA). In addition, most states require licensure in order to practice;

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however, state licenses are usually based on the results of the NBCOT Certification Examination.

**Alumni and Employer Survey**

1. Expected satisfaction rate for alumni, including timing and method of surveys

The Career Services Center at Crowder College uses the Perkins 180-day follow-up survey/questionnaire. It is mailed to all career and technical program (degree and certificate) graduates at the appropriate time post graduation from the program. The satisfaction rates are expected to be 90% or higher.

2. Expected satisfaction rates for employers, including timing and method of surveys

The Career Services Center at Crowder College conducts its own employer satisfaction survey 300 days after students graduate. Satisfaction rates are expected to be 80% or higher.

**Other Approvals**

The Crowder College Occupational Therapy Program and Institutional Syllabus for each core class have been approved by the Curriculum Committee and the Board of Trustees.

**Institutional Characteristics**

Crowder College is accredited by the Missouri Department of Elementary and Secondary Education and the Coordination Board for Higher Education. The college is fully accredited by the Higher Learning Commission, a member of the North Central Association. Crowder College offers Associate of Arts, Associate of Science, and Associate of Applied Science in addition to many Certificates.

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## Resources:

Gelinas, N., The Boston Herald: Retiring boomers will stress system, November 14, 2011. Online

[http://www.missourieconomy.org/pdfs/fastest\\_growing\\_state\\_10-12.pdf](http://www.missourieconomy.org/pdfs/fastest_growing_state_10-12.pdf)

Martiniano, R., Salsberg, E., McGinnis, S., & Krohl, D. (2004). Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2002-2012. Online

Powell, J., Kanny, E., Ciol, M., (2008, January 1). State of the occupational therapy workforce: results of a national study *The Free Library*. (2008). Retrieved November 14, 2011 from [http://www.thefreelibrary.com/State\\_of\\_the\\_occupational\\_therapy\\_workforce:\\_results\\_of\\_a\\_national...:aQ208219496](http://www.thefreelibrary.com/State_of_the_occupational_therapy_workforce:_results_of_a_national...:aQ208219496)

Szabo, L., USA Today: One in six children have a developmental disability, May 5, 2011, Online, 47467520/1

The American Occupational Therapy Association: Summary recommendations for fiscal year 2011 funding. (<http://www.aota.org/practitioners/advocacy/federal/testimony/2010/funding.aspx>)