



# CENTRAL CONNECTICUT STATE UNIVERSITY

## DIRECTOR OF THE DOCTOR OF PHYSICAL THERAPY PROGRAM

Central Connecticut State University (CCSU) announces that its national search for the position of Director of the Doctor of Physical Therapy program has been extended and invites expressions of interest, nominations, and applications



### THE OPPORTUNITY

Central Connecticut State seeks an entrepreneurial inaugural director of its Doctor of Physical Therapy program. The successful candidate will be a teacher/scholar who has the credentials to be appointed at the rank of Associate Professor and who meets the CAPTE requirements for a program director. The need for Central's program has been thoroughly documented by an independent analysis provided by Hanover Research, and the program has been approved in concept by the Connecticut Board of Regents and by CAPTE for a review cycle. The new director will, therefore, have the opportunity to develop the basic concept into an effective and flourishing program. This will require developing a curriculum, program requirements, and student-learning outcomes and assessments; hiring faculty; designing facilities; working with colleges and universities in the region; and eventually creating a pro-bono community clinic in New Britain. The new director will have the opportunity to work with faculty and administration at Central, CAPTE staff, staff at the Connecticut State Colleges and University system office, faculty and staff from other colleges and universities in the region, physical therapists and physical therapy providers, healthcare professionals, and students. The ideal candidate will be someone who enjoys a challenge of this nature and the satisfaction of developing a program that will have a significant impact not only on Central Connecticut State and its students, but also on the local community of New Britain and the wider New England region.

### THE OLDEST PUBLIC INSTITUTION OF HIGHER EDUCATION IN CONNECTICUT

Founded in 1849 as New Britain Normal School, Central was the first public institution of higher education in Connecticut and the sixth normal school in the nation. It was first located in what was to be New Britain's new Town Hall, which was still under construction, and which was modified and expanded to meet the needs of the school. Over the decades, the school's needs surpassed its physical space, so in 1883 it moved to a new facility, jointly funded by the town and the State of Connecticut, overlooking Walnut Hill Park. In 1922, the school moved to its current location. In 1933, it was renamed the



Teachers College of Connecticut and authorized to grant baccalaureate degrees. In 1959, it became Central Connecticut State College, and in 1983, the College became Central Connecticut State University, a comprehensive regional university authorized to grant baccalaureate and graduate degrees. Since then, Central's campus has grown dramatically, and its curriculum includes baccalaureate, master's, and doctoral degrees. However, it is still an integral part of New Britain and the greater Hartford area and is a crown jewel of Connecticut public higher education.



## CONNECTICUT STATE COLLEGES AND UNIVERSITIES

Central is part of the 17- member Connecticut State Colleges and Universities (CSCU) system and governed by the Connecticut Board of Regents for Higher Education. The system includes four regional comprehensive universities, 12 community colleges, and Charter Oak State College, an online adult education, degree-completion institution. As one of four comprehensive universities within CSCU, Central maintains strong relations with its system peers, especially Southern Connecticut State University in New Haven, Eastern Connecticut State University in Willimantic, and Western Connecticut State University in Danbury.

The president of each university serves as the institution's chief executive officer and is accountable to the CSCU Board through a direct reporting relationship to CSCU System President, Dr. Terrence Cheng, for the management of the university within Board policy.

The 21-member Board of Regents (15 voting members) is the governing authority of the CSCU system; its responsibilities include setting statewide tuition and student fee policies; establishing financial aid policies; reviewing, licensing, and accrediting academic programs; and, in collaboration with institutional stakeholders, conducting searches for and selecting campus presidents and the CSCU President. The Board also holds broad responsibilities for the development and coordination of statewide higher education policy.





## CENTRAL CONNECTICUT STATE UNIVERSITY TODAY

The largest of Connecticut's regional comprehensive universities, Central enrolls 10,652 students (Fall 2020). This includes 6811 full-time undergraduates, 1782 part-time undergraduates, 542 full-time graduate students, and 1517 part-time graduate students. A third of its undergraduates are students of color, the largest group being Hispanic. Ninety-three percent of the students are from Connecticut. An increasingly residential campus, 57 percent of Central's first-year students live on campus; 24 percent of all undergraduates live on campus (pre-pandemic percentages).

A longstanding strength of Central is its faculty. Partnered with its 428 full-time faculty are 472 part-time faculty, many of whom are practitioners in their fields and who add a breadth and depth of experience to the classroom. Central faculty members are actively engaged in research, scholarship, and other creative activity as well as the supervision of undergraduate and graduate research. At the same time, a sustained primary commitment to personalized teaching and learning permeates the campus. Many faculty members oversee internships, undergraduate research, graduate and undergraduate theses, special projects, and independent studies, and conduct faculty-led, short-term study/travel courses. Most also serve as academic advisors. A 14:1 student-faculty ratio allows for substantial individual attention. Consequently, Central provides the diversity of

educational opportunities generally found only at larger institutions with the close student-faculty relations found at the best private colleges.

Central also has 518 full-time and 126 part-time administrative staff, all of whom are true partners in the educational enterprise at Central. A strong network of collective bargaining units represents nearly every constituent group of Central's faculty and staff. A collective commitment to shared governance unites faculty and staff and is a hallmark of the University.

## THE SCHOOLS

Central's five schools – the Carol A. Ammon College of Liberal Arts and Social Sciences; the School of Business, the School of Education and Professional Studies; the School of Engineering, Science, and Technology; and the School of Graduate Studies--offer 140 academic programs in over 80 fields of study. All undergraduates are required to complete the same general education curriculum. Because of this, education in the liberal arts and sciences permeates and defines Central's academic program. The University also offers graduate degrees in 41 academic fields of study, including doctoral degrees in educational leadership and nurse anesthesia practice. Central offers a broad array of online courses at the undergraduate and graduate level. Accredited by the New England Commission of Higher Education, the University completed its decennial reaffirmation process in the fall of 2018.

**Carol A. Ammon College of Liberal Arts and Social Sciences**, named in honor of Central alumna of the Class of 1973 Carol A. Ammon, offers undergraduate and graduate degrees in the fundamental fine arts, humanities, foreign languages, and social science disciplines. In addition, it has strong programs in communication, criminal justice, and journalism. Its faculty bear the major responsibility for teaching the general education curriculum.

**School of Business** offers undergraduate majors in accounting, finance, management and organization, management information systems, and marketing as well as an MBA and a master's in accounting. It is the first of Connecticut's regional comprehensive universities to be AACSB accredited.

**School of Education and Professional Studies** offers a broad range of undergraduate majors and graduate degrees in: early childhood, elementary and secondary education; all-level education in art, music, physical education, and technology and engineering; educational leadership and educational technology; nursing; social work; athletic training; exercise science and health promotion; and family and educational counseling, including college student development. It also offers several sixth-year certificates and doctoral degrees in educational leadership and nurse anesthesia practice. It will be the home of the new physical therapy program.

**School of Engineering, Science, and Technology** offers undergraduate majors and master's degrees in the basic life and physical sciences—biology, biochemistry, chemistry, geology, and physics—as well as mathematics and computer science. It also offers degrees in civil, electrical, and mechanical engineering, manufacturing and construction management, electronics technology, industrial technology, manufacturing engineering technology, networking information technology, and robotic and mechatronic engineering technology. The School has a strong emphasis on interdisciplinary learning and curricula. Bringing all the science, engineering, and technology disciplines together, the school is the only comprehensive STEM school in New England.

**School of Graduate Studies** serves as the organizational hub for the many graduate programs located in the other four schools. The Associate Vice President for Graduate Studies, Research, and Faculty Development, who leads the School, works very closely and collaboratively with the four school deans and their department chairs and faculty in developing, promoting, and administering the University's expanding range of graduate offerings.

### Curricular Development

The general education program consists of required coursework in four study areas--arts and humanities, social sciences, behavioral sciences, and natural sciences--and four skill areas—communication, mathematics, foreign language, and academic skills. In addition, there is a required first-year experience and an international requirement. Most requirements can be fulfilled with a variety of options, some depending on the student's level of previous education.

Over the past several years, Central has created a number of new or revised degree programs designed to meet important educational needs in the community. The School of Business added a master's in accounting and an MBA. The School of Engineering, Science, and Technology has added majors in electrical engineering, network information technology, and robotics. The School of Education and Professional Studies has added baccalaureate and master's degrees in exercise science as well as a higher education track in its doctoral degree in educational leadership. The University also has a doctoral program in nurse anesthesia practice. Many of Central's new programs are strongly interdisciplinary: dance education, digital printing and graphics technology, manufacturing management, media studies, STEM education, and strategic communication. These programs meet important educational needs of both the students and the community of which they are a part.



### CAMPUS COMMUNITY

Central is a campus community focused on students and their educational development. The low student/faculty ratio allows for close interaction with faculty and individual attention to students. The average class size is 25; no classes are taught by graduate students. The faculty serve as teachers, mentors, advisers, and research partners with students.

The University offers a four-year interdisciplinary honors program to eligible students in any of the undergraduate schools. The program requires two four-credit courses per semester during the first two years and a capstone honors thesis during the junior year. All honors courses



are team-taught. Honors students are eligible for a \$4500 scholarship which is renewable for up to three years.

Central's students have a variety of opportunities to do individual research with the guidance of a faculty member, both during the year and over the summer. The University has an annual research day where students of all disciplines can present their research or creative activity. The University awards travel support for the best work in each academic area so that students can present their work at national meetings such as the National Council for Undergraduate Research.

Central also has a robust commitment to community service. Under the direction of the Office of Community Engagement, the University provides a variety of service opportunities for students, faculty, and staff. Options include service-learning courses, service projects, and volunteering. The Office of Community Engagement works collaboratively with the Community Engagement Committee, a standing committee of the Faculty Senate consisting of faculty and staff committed to community engagement. In 2016, the Community Engagement Committee was awarded the first CT Campus Compact Campus Leadership Award in recognition of its efforts to foster more community engagement activity by



CCSU faculty and students. The Carnegie Foundation for the Advancement of Teaching has recognized Central's work by designating it a Community Engagement Institution; Central was also selected for the President's Higher Education Community Service Honor Roll. Central also sponsors the Institute for the Study of Crime and Justice and the Center for Public Policy and Social Research.

Reflecting the growing diversity of Connecticut, Central is an increasingly diverse campus. The largest minority groups in the student body are Hispanic/Latino (15.7 percent), Black/African-American (11.8 percent), and Asian (4.6 percent).

Hispanic/Latino students and Black/African-American students have both increased significantly in number over the past several years. Seventeen per cent of the faculty are people of color: Asian 4.7, Black/African America 5.6, and Hispanic 3.7. Twenty-three percent of the staff are people of color: Asian 3.3, Black/African American 9.1, and Hispanic 9.3. Central offers a variety of academic and co-curricular programs that support diverse students and offer them opportunities to explore



the many cultures and issues that are important to our increasingly multicultural society.

Adding to campus diversity are the University's international programs and activities supported by the George R. Muirhead Center for International Education (CIE). Founded in 1987 as a state-wide center for excellence in international education, the CIE has established a number of community and university partnerships around the globe. It also offers both short-term, faculty-led programs as well as semester- and year-long programs. The CIE is also home to the Intensive English Language Program. Central enrolls international students in both degree- and non-degree programs. During the past ten years, Central has become a more residential campus. Fifty-seven percent of first year students live on campus. Central offers its students a full range of clubs and activities, including musical groups; academic, honorary, and special interest clubs and societies; dance and theatre groups; student

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government; various student-run media; campus ministry; and social fraternities and sororities. As Central has become more residential, the level of student activity has increased, making the campus more vibrant.

At the same time, a large portion of Central's students are commuters, many of them balancing their academic work with family obligations and full-time employment. Central values its commuter students, recognizes their special needs, and makes every effort to integrate them into campus life.

The Central Connecticut Blue Devils, an NCAA Division I athletics program that competes in the Northeast Conference, offers intercollegiate competition in six men's sports and eight women's sports. Central students are offered a variety of recreation, fitness, and wellness options, including 25+ intramural activities and club sports, five fitness centers across campus, and a variety of wellness and fitness classes. The past seven years have been a period of significant achievement for the Blue Devils.

## THE CAMPUS

Central's 165-acre campus sits on the northern edge of New Britain, with easy access to major highways and Interstate 84. In 1999, Dober, Lidsky, Craig, and Associates completed a campus master plan that analyzed the current space available and projected campus growth over the next two decades. In 2009, a detailed campus master plan for facilities renewal and expansion through 2020 was adopted with the promise of State support. Since then, the University has methodically implemented this plan and in so doing has made Central's campus highly functional, much more supportive of its core mission and student needs, and aesthetically pleasing.

In 2012, a new Engineering lab was completed; in 2013, the new \$34 million Social Science Hall was completed to LEED Gold standards; in 2014, a \$10 million Athletic complex for baseball, football, soccer, and track was completed; and in 2015, a \$65 Million 600-bed Mid-Campus Residence Hall was completed. Willard-DiLoreto Hall, a \$63 million renovation, expansion, and joining of Frank J. DiLoreto Hall and Emma Hart Willard Hall was completed in 2019. The Paul J. Manafort, Sr Garage, a 600-car parking facility, and the 70,000 square foot, \$25 million C.J. Huang Recreation Center were also recently completed. Currently under construction are a 9500 square foot, \$22 million renovation and expansion of Barnard Hall



and a 100,000 square foot, \$65 million Engineering building. Construction of a \$16 million expansion of Burritt Library and the Willard-DiLoreto Parking Garage are in progress. In total, these projects represent an impressive investment by the State of Connecticut in Central's future and a major transformation of the campus.

Central was a signatory of the American College and University Presidents Climate Commitment, and the University subsequently has become a leader in sustainability efforts. As a result, Central is recognized by the Princeton Review as "one of the most environmentally responsible colleges in the USA and Canada."

## NEW BRITAIN

Located nine miles southwest of Hartford, New Britain is a town of some 70,000. Part of the Greater Hartford area of 1.2 million residents, New Britain is centrally located in the state and is within easy reach of much of Connecticut and several of the metropolitan areas in the region.

New Britain's population is characterized by a high degree of racial and ethnic diversity. Known as "Little Poland," 17 percent of its population are of Polish background. New Britain is also 3 percent Asian, 13 percent Black/African American, 41



percent Hispanic, and 42 percent White, non-Hispanic. Hartford, a city of some 120,000, is 3 percent Asian, 37 percent Black/African American, 45 percent Hispanic/Latino, and 15 percent White, non-Hispanic.

New Britain is the home of the New Britain Symphony, founded by Central faculty members and first conducted by Central's president Dr. Etzel Willhoit. It is also home to the Connecticut Virtuosi Chamber Orchestra and the Repertory Theatre of New Britain. Charter Oak State College, the online branch of the CSCU system, is also in New Britain.

Often known as "Hardware City," New Britain is the home of Stanley Black & Decker. The largest employer in New Britain is the Hospital of Central Connecticut. Other major employers are the State of Connecticut, the City of New Britain, the Hospital for Special Care, and Tilcon Connecticut. A few years ago, New Britain acquired the Bees, an unaffiliated professional minor league baseball team.



In addition to its close proximity to Hartford, New Britain is 40 minutes from Springfield, Massachusetts, two hours from Boston, and two hours from New York City. It is also part of the Hartford-Springfield "Knowledge Corridor" and therefore within easy driving distance of a host of private and public institutions of higher education and many cultural opportunities. The CTfastrak bus rapid transit system, begun in March 2015, offers frequent connections between New Britain and Hartford and points as far west as Waterbury.

The larger region provides excellent opportunities for Central to partner with major corporations and organizations. It currently has close ties with: Travelers, Pratt & Whitney, CohnReznick, GKN Aerospace, Stanley Black and Decker, The Hartford, UTC Aerospace Systems, Otis Elevator Company, Sikorsky, General Dynamics, Electric Boat, Parker Hannifin, and the Kaman Corporation.



## THE PHYSICAL THERAPY PROGRAM

After a thorough review of the demographics affecting the future need for physical therapists in New England conducted by Hanover Research, CCSU made the decision in 2019 to initiate the process of adding a Doctor of Physical Therapy to its curriculum, beginning by gaining approval for the program from the Board of Regents and then by initiating the process for accreditation from the Commission on Accreditation of Physical Therapy Education (CAPTE). The projected timeline for completing the process is as follows:

2019 – 2020	Conduct Needs Assessment and obtain all other required documentation; Submit letter of intent to request a Candidacy Cycle; consider attending “Developing Program Workshop” (knowing we must attend again with employed Program Director during 2021–2022)
2020 – 2021	Search for Program Director; establish physical space including department and lab space; begin the BOR and CCSU program approval process
2021 – 2022	Program Director is employed; attend “Developing Program Workshop”; Search for Director of Clinical Education; work on Application for Candidacy
2022 – 2023	Director of Clinical Education employed; obtain letters of intent for placements; work on Application for Candidacy
2023 – 2024	Work on Application for Candidacy; submit application by June 1, 2024
2024 – 2025	Notification of Candidacy in November 2024; Spring 2025 to market program and review applications; interview applicants; matriculate first cohort June 1, 2025

Though the timeline had to be adjusted because of the COVID-19 pandemic, the first steps have been completed successfully. In August of 2020, the Board of Regents approved Central’s request to add the Doctor of Physical Therapy program. In September, Central was notified by CAPTE that its Letter of Intent had been received and that it had fulfilled the requirements for establishing a review cycle. The Doctor of Physical Therapy program will be part of Central’s School of Education and Professional Studies, most likely becoming a separate department when it is fully developed. The Director will report directly to the Dean. In addition to developing an accredited program and curriculum, the Director will be expected to work with University leadership to create or identify state-of-the-art



facilities and lab and clinical space for the program. Because of the recent growth of University facilities, several attractive options exist in new or existing space. As the timeline indicates, the Director will have to develop and execute a plan to hire the Director of Clinical Education as well as the necessary Core Faculty for the program. The University anticipates that the creation of the Doctor of Physical Therapy program will lead to the creation of a pro-bono community clinic in the New Britain area. The Program Director is both a tenure-track faculty member appointed at the rank of Associate Professor or above and an administrator. Initially, the Director will work solely on the development and accreditation of the program. However, as the program becomes established, the Director will be expected to teach graduate courses in addition to leading and administering. The directorship is a 12-month position. If after developing the program, the incumbent wishes to step down from the directorship, the position becomes a 10-month faculty position with an appropriate reduction in salary. As a faculty member, the Director is under the same policies as are other faculty.



## QUALIFICATIONS

The successful candidate must meet all the CAPTE requirements for programs directors, which include:

- An academic doctorate
- A current license to practice physical therapy in the USA
- The academic credentials necessary to be appointed at the rank of Associate Professor at Central
- At least six years of full-time experience in higher education, at least three of which must be as a full-time Core Faculty member in a CAPTE-accredited program.

In addition to these qualifications, the ideal candidate will have:

- Experience as a practicing physical therapist
- Experience administering an academic program or department
- Experience with the accreditation standards and process of CAPTE
- Experience with curricular development and student learning outcomes assessment
- Excellent oral and written communications skills
- A record of service to a culturally, ethnically, and linguistically diverse student body.
- A record of community engagement
- A commitment to shared governance and experience working within a collective-bargaining environment

## APPLICATIONS AND NOMINATIONS

To apply, candidates must send a letter of application in which they address specifically the qualifications outlined in this prospectus, a curriculum vitae, a statement of research interests and teaching philosophy, and contact information (names, phone numbers, and email addresses) for five references in an MS Word or PDF document to [CentralDPT@agbsearch.com](mailto:CentralDPT@agbsearch.com).

For fullest consideration, applications should be received by October 11, 2021.

The search is assisted by AGB Search. Inquiries and nominations should be directed to:

Robert Holyer, PhD  
 Executive Search Consultant  
[robert.holyer@agbsearch.com](mailto:robert.holyer@agbsearch.com)  
 804-708-0834 (o)  
 804-402-6736 (c)

Candidates are encouraged to speak with the consultant before submitting an application.

All inquiries, nominations, and applications will be held in the strictest confidence; references will not be contacted without the candidate's expressed permission.

For more information about Central Connecticut State University, please visit [www.ccsu.edu](http://www.ccsu.edu). For more information about Connecticut State Colleges and Universities, please visit [www.ct.edu](http://www.ct.edu). For more information on the Hartford/New Britain region, please visit [www.ctvisit.com](http://www.ctvisit.com) or [www.visitconnecticut.com](http://www.visitconnecticut.com)

*Central is an Affirmative Action/Equal Opportunity employer. The University seeks to enhance the diversity of its faculty and staff. People of color, women and persons with disabilities are strongly encouraged to apply.*