

**University of Oklahoma Health Sciences Center
Department of Rehabilitation Sciences
Center for Human Performance Measurement
Postdoctoral Fellowship in Human Performance**

Program Training Model and Philosophy

The training program follows the practitioner-investigator model in that fellows are provided with intensive training in the application of the scientific method within the context of clinical translational research. As part of this practitioner-investigator model, the program adheres to a philosophy of utilizing empirically based methods of clinical translational research.

Program Goals, Objectives, and Competencies

For all goals, these general competencies are evaluated on a regular basis through the postdocs' work product. Postdocs are expected to demonstrate a level of competence at the end of the training that is commensurate with advanced clinical research. Postdocs are evaluated not only on their own progress throughout each year, but their progress with respect to what is expected of an independently-functioning, primary investigator.

Goal 1: Develop skills in advanced, comprehensive, integrated motion analysis

Objective for Goal #1: Postdocs will consistently demonstrate a clear understanding of the use and implementation of tools within the Center for Human Performance Measurement

Competencies Expected for Goal #1: Postdocs will develop competencies in the following areas:

- Data Assessment
- Data Dissemination

Activities:

- 3-dimensional Biomechanical Model development and construction
- 3-dimensional Biomechanical Model testing
- 3-dimensional Biomechanical Model application, interpretation, and validation
- 3-dimensional Peer-reviewed reports, presentations, and publications

Goal 2: Develop skills in research project management

Objective for Goal #2: Postdocs will develop effective and efficient research project management skills.

Competencies Expected for Goal #2: Postdocs will develop competencies in the following areas:

- Project management from project initiation through final report through dissemination
- Assurance of lab personnel and project regulatory compliance

Activities:

- Research coordination
- Selection of tools and software
- Robust data collection and cleaning
- Data interpretation
- Data management
- Clearly and concisely written completion of required reports

Goal 3: Develop skills in mentoring and teaching

Objective for Goal #3: Postdocs will demonstrate accountability and responsibility to the program directors educating professional and graduate students in the Department of Rehabilitation Sciences.

Competencies Expected for Goal #3: Postdocs will develop competencies in the following areas:

- Skill development in scholarly teaching
- Development of role of a faculty member in a professional and graduate faculty member
- Application of cloud-based learning platforms

Activities:

- Lecture to professional and graduate students
- Leading clinical skill teaching labs
- Participation in faculty meetings as appropriate
- Test item construction and evaluation
- Syllabus and lesson plan construction
- Course coordination

Goal 4: Professional conduct

Objective for Goal #4: Postdocs will conduct themselves in a professional and ethical manner.

Competencies Expected for Goal #4: Postdocs will develop competencies in the following areas:

- **Problem solving and judgment** - anticipates problems and develops alternative strategies for solving problems; generates solutions independently and in conjunction with supervisors and case managers; recognizes when assistance is needed and when action can be taken independently.
- **Interdisciplinary skills** - maintains good rapport with other disciplines and outside professionals; communicates assessment and treatment results to other disciplines; provides effective consultation to other disciplines and outside professionals; demonstrates ability to initiate referrals within and outside the University of Oklahoma Health Sciences Center.
- **Public presentation** - alters presentation according to audience and succinctly summarizes information within necessary time limits; presents coherent conceptualization to audience, demonstrating knowledge of current scientific practice.
- **Ethical and Professional conduct** - attends and participates in rotation-related meetings; accepts responsibilities and conducts oneself in an ethical professional manner, dresses in appropriate attire; identifies problems in a professional manner and suggests strategies for resolving them; conduct is appropriate to audience and situation; maintains confidentiality; interacts with colleagues in a positive and cooperative manner; demonstrates knowledge and acts in accordance with OUHSC Code of Ethics for postdocs and laws governing the practice of physical therapy.
- **Acceptance and use of supervision** - is responsive to supervision as evidenced by carrying out plans of action; asks relevant questions, participates in discussions, seeks feedback about performance and progress of cases, seeks out additional supervision as needed, and accepts positive and constructive feedback; provides timely updates to supervisory faculty.
- **Program evaluation** – understands methods of program evaluation, participates in discussions (group meetings and supervision) about program evaluation, offers feedback on clinical and training program functioning.
- **Scholarly Inquiry** – generates scholarly questions/hypotheses, communicates findings of scholarly study through individual supervision, peer reviews, case conferences, and/or professional conference presentations.

Activities:

- faculty meetings when appropriate
- service-related committees
- mentoring professional students
- lead or co-lead research inquiry related to teaching outcomes
- course coordinator for Seminar
- assist in organizing Research RoundTable
- Program evaluation training