

NASH COMMUNITY COLLEGE
PHYSICAL THERAPIST ASSISTANT PROGRAM
REVISED JULY, 2018

The PTA program has selective admissions requirements. A separate program application is required in addition to the College's general admissions application.

All eligible students must contact the Health Sciences Admissions Coordinator for a PTA program application (nlawrence@nashcc.edu).

The deadline for completion of all application eligibility requirements is May 20 each year to be considered for admissions to the subsequent fall PTA cohort

Refer to page 3 for the program's application and admission requirements and procedures.

Students who apply by the May 20 deadline will be invited to take the HESI A2 (HESI Admission Assessment Exam). For information on the HESI A2, visit <https://evolve.elsevier.com/studentlife/pdf/HESI-A2.pdf>

Students are encouraged to contact Nicole Lawrence, Health Sciences Admissions Coordinator, with any questions regarding PTA program admissions (nlawrence@nashcc.edu, 252-451-8390, Bldg. B-2130).

GENERAL INFORMATION

Nash Community College's Physical Therapist Assistant (PTA) Program is a five-semester curriculum that prepares the student for a career in physical therapy through classroom, laboratory, and clinical education. The PTA curriculum prepares graduates to work in direct patient care settings under supervision and direction of physical therapists. The PTA works to improve or restore function by alleviation or prevention of physical impairment and performs other essential activities in a physical therapy department. Course work includes normal human anatomy and physiology, the consequences of disease or injury, and physical therapy treatment of a variety of patient conditions affecting humans throughout the lifespan. Graduates are awarded the Associate in Applied Science degree and may be eligible to apply for licensure to the NC Board of Physical Therapy Examiners and take the licensure examination administered by the Federation of State Boards of Physical Therapy. Employment is available in general hospitals, rehabilitation centers, extended care facilities, specialty hospitals, home health agencies, private clinics and public school systems.

The PTA program at Nash Community College is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 1111 North Fairfax Street, Alexandria, VA 22314; telephone: 703-706-3245; email: accreditation@apta.org; website: www.capteonline.org.

PROFESSIONAL ADVANCEMENT

You should be aware that a Physical Therapist Assistant program does not necessarily serve as a "stepping stone" to becoming a physical therapist. If your ultimate goal is to become a Physical Therapist, Nash Community College can assist you by providing college transfer courses to partially satisfy the requirements of the physical therapy school of your choice. You should not assume that graduation from a PTA program guarantees you later acceptance in a physical therapy school. Visit the American Physical Therapy Association at www.apta.org for information about Physical Therapy programs in your area.

EXPOSURE RISK IN HEALTH CARE PROFESSIONS

Students are at risk for exposure to blood and body fluids that may be contaminated with the hepatitis B virus, hepatitis C virus, human immunodeficiency virus (HIV), and other potentially harmful or contagious pathogens while in the clinical setting. Information about bloodborne pathogens and how to protect against associated risks of exposure will be taught before the student's first clinical experience. Education on bloodborne pathogens and standard precautions may also be a part of the student's orientation to a clinical facility. It is important for students to always follow standard precautions to minimize the risk of exposure in a clinical setting.

CRIMINAL BACKGROUND AND DRUG SCREEN POLICY

Criminal background checks and drug screens are not required for admissions to the PTA program. Once admitted to the program, however, students can expect to submit to criminal background checks (state and/or federal, which may also include fingerprint, National Sex Offender search, social security verification/trace, and health care fraud and abuse) and drug screens in order to meet regulatory criteria of facilities participating in the clinical education component of the PTA program. The PTA faculty recognizes and is fully supportive of clinical facilities mandating criminal background checks and/or drug screens on students in the program.

If a clinical facility prohibits a PTA student from participating at the facility based on the results of a criminal background check and/or drug screen, the student will be dismissed from the PTA program. No alternative clinical experience will be arranged on behalf of the student, resulting in the inability of the student to meet the curriculum requirements of the program. Students are encouraged to follow due process procedures described in the PTA program *Student Handbook* should they feel ineligibility was determined as a result of false or inaccurate information.

Students can expect to absorb all costs related to criminal background checks and/or drug screens. Specific procedures will be provided to students in the PTA program upon acceptance and enrollment. Students should also expect to submit to a criminal background check, at their own cost, when seeking eligibility for state licensure.

CLINICAL EDUCATION EXPECTATIONS

The PTA program requires clinical learning experiences in the second year of the program. Clinical facilities are located throughout Central, Northern, Southern, and Eastern NC and require approximately 40 contact hours per week. Students can expect to have additional costs for uniforms, meals and travel or housing to complete the clinical components of the PTA curriculum. **RELIABLE TRANSPORTATION IS CRITICAL!!**

Clinical Eligibility

Students are assigned to facilities that have a current clinical education agreement with the PTA program at Nash Community College. If an assigned clinical facility prohibits a student in the PTA program from participating in or completing the clinical learning experience, no alternative clinical experience will be arranged on behalf of the student. This will result in the student being unable to meet the curriculum requirements of the PTA program and, ultimately, being dismissed from the program. Examples (not inclusive) of situations which may lead to a clinical facility's decision to prohibit or terminate a student's clinical experience are:

1. Results of a background check or drug screen (including all forms listed in the Criminal Background Check and Drug Screen policy).
2. Inability to demonstrate current American Heart Association (AHA) Basic Life Support (BLS) Provider CPR certification, physical examination, health insurance and immunizations (including annual influenza immunization).
3. Issues surrounding a student's previous employment at the facility.
4. Significant concerns or issues identified by representatives of the clinical facility relating to the unsafe, unethical, illegal, or generally unprofessional conduct of a student.
5. Non-adherence to the facility's personnel and dress code policies, which includes the appearance or visibility of body art and piercings.

ACADEMIC REGULATIONS

In addition to the general institutional academic policies described in the *College Catalog*, the Physical Therapist Assistant Program adheres to the following standards:

1. A minimum grade of **C** or **S** (satisfactory) is required for all general education or related courses (non-PTA courses) in order for them to be accepted for credit in the PTA program.
2. A minimum grade of **B** or **S** (satisfactory) is required for all PTA prefix courses in order for them to be accepted for credit in the PTA program.
3. A grade below **B** or **U** (unsatisfactory) on any PTA prefix course, or failure to complete any non-PTA prefix courses or PTA prefix courses required after admission into the program is grounds for dismissal. Readmission at the point of interruption is not guaranteed. Refer to Readmission Policy for specific details
4. The student must maintain an overall grade point average (GPA) that meets or exceeds 2.000 from time of acceptance until program completion to remain eligible for a seat in the program.

ADMISSIONS PROCEDURE

PHYSICAL THERAPIST ASSISTANT PROGRAM A45640

A. NASH COMMUNITY COLLEGE APPLICATION

Students must complete the general admissions application to Nash Community College by **May 18th** either online at www.nashcc.edu or on campus at Student and Enrollment Services. The application process includes submission of high school and all post-secondary transcripts required for program admission as described in the *College Catalog*.

B. PHYSICAL THERAPIST ASSISTANT PROGRAM APPLICATION PROCESS

Submit a Physical Therapist Assistant program application to the Health Sciences Admissions Coordinator by **May 20th** for consideration for admissions in the following fall semester (August). To be eligible for a program application, the student must meet the following criteria:

1. An overall grade point average that meets or exceeds 2.000.
2. Eligible to enroll in ENG 111 and MAT 171.

Eligible applicants will be invited to take the HESI Admission Assessment (HESI A2) on annually established dates. Testing will be offered at Nash Community College and allowed once per calendar year. Test scores are valid for two years. The higher score will count towards admission. Students will be required to pay the exam fee to take the HESI A2. Picture ID is required at the testing site. Nash Community College will only accept HESI A2 scores that are directly transferred from HESI.

C. DETERMINATION OF ADMISSION STATUS

Applicants are ranked and selected for admission based on the following: (@22 students are accepted into each cohort to start the technical courses each year in January – refer to the curriculum sequence on p. 4)

1. HESI Admission Assessment (HESI A2) composite percentage score
2. Successful completion of the following courses with a grade of C or higher by the program application deadline date of May 20th:

• BIO 168	Anatomy and Physiology I	2 points
• BIO 169	Anatomy and Physiology II	2 points
• MAT 171	Precalculus Algebra	2 points
3. An earned degree (e.g. associate's, bachelor's, etc.) will add two points in the ranking of students. The degree awarded must be reflected on the official transcripts submitted to Admissions by the application deadline.
4. Current enrollment at NCC will add one point in the ranking of students.

Applicants will be notified of their conditional admission status by mail utilizing the address on file at the college prior to the extended registration period for the fall semester. All additional program correspondence will occur through the Nash Community College student e-mail. Applicants notified of conditional admission must complete the following steps by established deadlines to be accepted into the PTA Program:

1. Submit evidence of a recent (within one year) physical examination, using a form provided by the College and available from the Health Sciences Admissions Coordinator. The physical exam must be updated annually following enrollment into the PTA program.
2. Immunization requirements must be completed in accordance with North Carolina Law as well as recommended or required immunizations for students working in the health care environment.
3. Submit evidence of current American Heart Association (AHA) Basic Life Support (BLS) Provider CPR Certification.
4. Submit evidence of current health insurance coverage which must remain effective through completion of clinical learning.
5. Submit evidence of a minimum of forty hours of observational experience in a physical therapy setting under the supervision of a licensed physical therapist. The requisite form is available from the Health Sciences Admissions Coordinator.

In the event that the ranking process results in the same ranking score for more than one student to be offered a seat, priority will be given first to a student currently attending NCC, then the highest overall GPA.

Nash Community College does not unlawfully discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of an individual's race, color, national origin, sex, sexual orientation, gender, gender expression, gender identity, genetic information, disability, age, religion, or veteran status.

**Curriculum Sequence Checklist
Physical Therapist Assistant – A45640**

Course and Hour Requirements:

		<u>Prerequisite</u>	<u>Class</u>	<u>Lab</u>	<u>Clin/Exp</u>	<u>Credit</u>	
First Semester							
<i>(FALL)</i>							
ACA	122	College Transfer Success	(None)	0	2	0	1
BIO	168	Anatomy & Physiology 1	(DRE 097)	3	3	0	4
CIS	110	Intro. to Computers	(None)	2	2	0	3
ENG	111	Writing and Inquiry	(DRE 098)	3	0	0	3
MAT	171	Precalculus Algebra	(DMA 010-080)	3	2	0	4
PSY	150	General Psychology	(DRE 097)	3	0	0	<u>3</u>
Semester Total							18
Second Semester							
<i>(SPRING)</i>							
BIO	169	Anatomy & Physiology II	(BIO 168)	3	3	0	4
HUM/FA		Hum/Fine Arts Elective	(Course Dependent)	3	0	0	3
COM	231	Public Speaking	(DRE 097)	3	0	0	3
PTA	110	Intro to Physical Therapy	(Admission to PTA Program, ACA 122, MAT 171, ENG 111, PSY 150, CIS 110)	2	3	0	3
PTA	125	Gross & Functional Anat.	(Admission to PTA Program, ACA 122, MAT 171, ENG 111, PSY 150, CIS 110)	3	6	0	<u>5</u>
Semester Total							18
Third Semester							
<i>(SUMMER)</i>							
PTA	135	Pathology	(PTA 110, PTA 125, BIO 169, HUM/FA, COM 231)	4	0	0	4
PTA	222	Professional Interactions	(PTA 110, PTA 125, BIO 169, HUM/FA, COM 231)	2	0	0	2
PTA	225	Intro to Rehabilitation	(PTA 110, PTA 125, BIO 169, HUM/FA, COM 231)	3	3	0	<u>4</u>
Semester Total							10
Fourth Semester							
<i>(FALL)</i>							
PTA	145	Therapeutic Procedures	(PTA 135, PTA 222, PTA 225)	2	6	0	4
PTA	235	Neurological Rehab	(PTA 135, PTA 222, PTA 225)	3	6	0	5
PTA	245	PTA Clinical III	(PTA 145, PTA 235)	0	0	12	<u>4</u>
Semester Total							13
Fifth Semester							
<i>(SPRING)</i>							
PTA	212	Health Care Resources	(PTA 245)	2	0	0	2
PTA	215	Therapeutic Exercise	(PTA 245)	2	3	0	3
PTA	255	PTA Clinical IV	(PTA 212, PTA 215)	0	0	12	4
PTA	155*	PTA Clinical I	(PTA 255)	0	0	6	2
PTA	185*	PTA Clinical II	(PTA 255)	0	0	9	<u>3</u>
Semester Total							14
Total Hours for Graduation							73

*PTA 155 and PTA 185 are combined into one clinical experience the final six weeks of the semester

ESTIMATED PROGRAM COSTS

Nash Community College tuition and fees are set by the State Board of Community Colleges and are subject to change without notice. College tuition and fees are detailed at <https://www.nashcc.edu/admissions/tuition-and-fees>. Additional PTA program related expenses are estimated at \$2,500.00 and are detailed [here](#).

Please note this information is intended for estimated cost only and is subject to change without notice. The tuition fee is set by the North Carolina General Assembly. All fees are approximate and subject to change.

FINANCIAL AID

Nash Community College makes every effort to provide financial assistance, where need exists, for students whose primary goal is to acquire post-secondary education. The NCC *College Catalog* details the Financial Aid process and types of aid available.

Department of Education regulations dictate to colleges what criteria must be met before financial aid awards from federal and state funds can be disbursed. One such criterion includes the requirement that late starting classes have proper attendance documentation before funds can be disbursed. Distribution of financial aid awards will be adjusted for late start classes.

Students accepted in the Physical Therapist Assistant curriculum are affected by late start classes. Pell grant funds are distributed based on the % of credit hours enrolled/attending at a time. The Physical Therapist Assistant program has semesters where classes are not run concurrently, but sequentially within a semester. Students awarded financial aid Pell grants will be impacted by the distribution of grant funds throughout the Physical Therapist Assistant curriculum except the summer semester and will receive partial dollar distributions throughout these semesters.

Student loan fund disbursements require a student to be enrolled/attending six (6) credit hours for loan dollars to be disbursed. All student loan funds will be awarded once the six (6) credit hour stipulation is attained, which may be later than the College's initial student loan disbursements while in the PTA program.

More detailed information concerning financial aid is available from the College's Financial Aid Office at 252-428-7328 or by sending an e-mail to nccfinancialaid@nashcc.edu

Please note: Students are responsible to secure funds for the purchase of and program related expense (uniforms, criminal background checks, drug screens, and physical and immunization requirements) before the distribution of financial aid funds.

READMISSION POLICY

The following policy clarifies the conditions under which a student who exits the Program without satisfying all of its requirements may return to the Program to resume progress toward the Associate in Applied Science in Physical Therapist Assistant degree.

1. A student who fails to complete the PTA program as scheduled may reapply to the program by meeting the admissions criteria that are in effect at the time of reapplication. A student will be required to proceed through the general selection and acceptance procedures if the student demonstrated academic failure or withdrawal by the end of the first technical semester. Students who reapply to re-enter at the point of non-progression will be considered if less than three (3) years has passed. In situations where greater than three (3) years has passed, students will need to apply through the general application process, and be expected to start the beginning of all PTA-prefix courses.
2. A student must submit a written letter of intent for readmission to the Program Director describing reasons for leaving the program, desire for re-entering the program, detailed plan of academic preparedness for future success and the anticipated semester of re-entry. Written request must be received within 90 days of anticipated semester start date.

3. A personal interview may be scheduled between the prospective student and an appropriate member of the PTA program.
4. Re-entry into the program is not guaranteed and will be considered on a case by case basis considering the point of re-entry, the number of currently enrolled students at the point of re-entry, and space availability for confirmed clinical education learning experiences.
5. The student will be required to demonstrate retention of knowledge and skills in PTA technical courses by successfully completing both a written proficiency examination and laboratory competency examination for each prerequisite course to the point of re-entry, regardless of an original passing grade for the course.
6. A student will be required to meet all program policies and maintain satisfactory academic progress throughout the program
7. A student dismissed from the program as a result of inappropriate internet use; misconduct or unprofessional behavior during on- or off-campus learning activities; non-adherence to laboratory and clinical education policies; or significant concerns in regard to clinical expectations for safety, ethical, and legal standards will not be considered for re-entry to the PTA program or subsequent admissions to any health sciences program at Nash Community College.
8. Any student is allowed only two (2) attempts to complete the PTA program.

PTA FACULTY ADVISORS

Faculty advisors for the PTA program are available to assist you in meeting your educational goals. The contact information below will assist you in scheduling an appointment.

Andrea Milks, PT, MS (Director)	amilks@nashcc.edu	252-451-8481
Nicholas Demilio, PT, MS	ndemilio@nashcc.edu	252-451-8281
Stephen Tart, PTA, BS	sdtart261@nashcc.edu	252-451-8338

PTA PROGRAM OUTCOMES

Outcomes	2-Year Average (2016 – 2017)
Acceptance Rate	16.3 %
Program Completion Overall	78.4 %
**Graduation Rate (CAPTE)	82.9 %
Licensure 1st- take Pass	96.7 %
Licensure Overall	100.0%
Employment Rate (within one year of graduation based on survey responses)	96.7%
Average Exam Score	691.9 (National ave. 668 / State ave. 661.6)

**** Graduation rate does not reflect withdrawal from the program due to non-academic or personal reasons**

MISSION, PHILOSOPHY, GOALS AND GRADUATE OUTCOMES

PTA Program Mission:

The Physical Therapist Assistant program at Nash Community College provides an affordable opportunity for students to gain the knowledge and skills, and develop the professional behaviors necessary to earn the Associate in Applied Science degree in Physical Therapist Assistant. The program is dedicated to developing graduates with an awareness of diversity who are competent and caring entry-level physical therapist assistants who will provide evidence-based physical therapy services under the direction and supervision of a physical therapist and are committed to lifelong learning.

PTA Program Philosophy:

The Physical Therapist Assistant program supports the mission and goals of Nash Community College. The faculty promotes high standards of ethics and professionalism as it strives to meet the following commitments to students, community partnerships, the public and the College:

- To assist qualified students to meet their individual goal of becoming a Physical Therapist Assistant.
- To prepare individuals to competently practice physical therapy at the Associate Degree level.
- To serve the needs of the public by providing skilled, licensed physical therapy personnel.
- To contribute to fulfillment of the College mission by meeting the needs of its students and the surrounding communities.

PTA Program Goals:

The PTA program at Nash Community College will:

1. Function as an integral part of the College by faculty participation in committee assignments, professional development, and recruitment activities.
2. Identify, recruit, and accept qualified applicants by providing accurate information to students and the public that is sufficient to make informed decisions.
3. Provide an organized and comprehensive curriculum integrating academic and clinical education experiences to prepare students as entry-level physical therapist assistants.
4. Promote high academic, clinical and professional standards that foster the development of problem solving, critical thinking, and effective communication.
5. Graduate entry-level physical therapist assistants capable of gaining licensure and prepared to work safely and effectively in the best interest of the public under the direction and supervision of a physical therapist as part of a dynamic healthcare team.

PTA Graduate Outcomes:

Graduates of the Physical Therapist Assistant program at Nash Community College will be able to:

1. Gain licensure and employment as an entry-level physical therapist assistant.
2. Work under the direction and supervision of a physical therapist while providing physical therapy services.
3. Work collaboratively with physical therapy professionals and other healthcare providers in a variety of clinical settings in the best interest of the public.
4. Demonstrate professional behaviors and clinical competence through effective communication, problem-solving and critical thinking in the delivery of physical therapy services.
5. Uphold the ethical and legal standards of the profession by complying with national and state regulations regarding the practice of physical therapy in all practice settings.
6. Recognize the need for continued personal and professional growth through self-assessment and a commitment to lifelong learning to remain current in physical therapy practice.

ESSENTIAL FUNCTIONS OF PHYSICAL THERAPIST ASSISTANT EDUCATION

Admission, Retention and Graduation Standards

Students enrolled in the Physical Therapist Assistant (PTA) Program at Nash Community College must demonstrate competence in various intellectual, physical and social aspects, which represent the fundamentals of professional Physical Therapy practice upon graduation. The PTA curriculum provides the general, technical and clinical education required to enable the student to independently deliver entry-level clinical services in an array of health settings. All students must meet the minimum criteria established by the Commission on Accreditation in

Physical Therapy Education and the PTA Program at Nash Community College without regard to student preference or choice for specialty care delivery in the future.

The Americans with Disabilities Act (ADA) ensures qualified applicants to public institutions the ability to pursue program admissions, however, the applicant must meet essential requirements. All students admitted to the PTA Program will be held to the same standards with or without reasonable accommodations.

The following functions are considered essential requirements for admission, retention and graduation in Nash Community College's PTA Program. The purpose of these functions is to ensure PTA students provide safe, competent and timely care to patients receiving physical therapy services.

Mobility/Motor Skills: Sufficient motor ability (balance, coordination, speed and agility) and strength to move independently throughout a clinical setting, to move equipment/patients, and to ensure safe and effective treatment interventions.

Examples (Not Inclusive):

- *assist and safely guard patients during mobility tasks (walking, transferring, exercising, and other Physical Therapy treatment procedures).*
- *independently transition in and out of postures, including bending, kneeling, sitting, crawling, standing and walking for a minimum of 90 minutes without rest.*
- *manipulate equipment and patients involving squatting to the floor, reaching above head, pulling/lifting or guiding weight in excess of 100lbs.*
- *demonstrate the dexterity required to manipulate devices/equipment commonly utilized in Physical Therapy interventions, including gauges, dials, small nuts/bolts/screws, and other equipment components.*

Sensory Abilities: Sufficient auditory, visual and tactile ability to monitor and assess health needs of patients.

Examples (Not Inclusive):

- *Auditory (corrected or not): recognize soft voices/sounds, voices under protective garb, equipment signals, calls for assistance up to 10 ft. away, measurement of vital signs and breath sounds in often active/loud environments.*
- *Visual (corrected or not): recognize non-verbal responses including facial expressions and body language; observe and measure color changes, movement patterns, equipment settings; assess environmental situation up to 20 feet away.*
- *Tactile: palpation of musculoskeletal landmarks, pulse; identify skin temperature/texture changes, muscle tone and joint movement; Provide competent interventions including massage/soft tissue mobilization techniques, manual contact/resistance during functional and exercise training.*

Communication Skills: Sufficient communication abilities in English for written (printed and typed), verbal (direct and telecommunications) and non-verbal communication with patients, families and other health care providers in the clinical environment.

Examples (Not Inclusive):

- *Speak, hear and observe individuals/groups in order to elicit information and communicate effectively in verbal and non-verbal formats.*
- *Attain, comprehend and utilize information presented in written and verbal format and produce appropriate written documentation, including treatment logs, medical records and billing. Use appropriate medical terminology and correct spelling/grammar.*
- *Communicate appropriately/professionally to individuals from a variety of social and cultural backgrounds (employ culture competence). This includes explaining and teaching physical therapy procedures and answering questions posed by others.*

Behavioral/Social Interpersonal Skills: Sufficient behavior and social abilities to interact and work collaboratively with individuals, groups, and families.

Examples (Not Inclusive):

- *Ability to establish rapport and participate effectively as a team member in patient care delivery,*
- *Manage physically-taxing workloads and emotional stress.*
- *Demonstrate the ability to adapt to rapidly changing situations/environments without warning. Show flexibility and coping skills to function in fast paced clinical situations with multiple psychosocial issues presenting.*

Intellectual/Problem-Solving Skills: Sufficient ability to collect, interpret and integrate information for sound clinical decision making. Must be able to understand 3 dimensional and spatial relationships of structures, and discern complex information for good clinical judgments.

- *Observation and measurements of patient responses to physical therapy interventions. Ability to recognize normal and abnormal responses and appropriately decide modifications to treatment procedures.*
- *Respond to emergency situations, including first aid and CPR.*
- *Recognizing treatment effectiveness, relate treatment rationale to patients and others, consult with Physical Therapist or other health team members as indicated.*
- *Read and comprehend relevant information in textbooks, medical records and professional publications.*

Please Note: These requirements do not reflect (1) the ability of the graduate to pass state licensing examinations, nor (2) functions which may be required for employment of the graduate.

Compiled from Technical Standards and Essential Requirements documents from the following academic institutions:

Fayetteville Technical Community College, Fayetteville, NC – Physical Therapist Assistant Program

Greenville Technical College, Greenville, SC – Physical Therapist Assistant Program

Guilford Technical Community College, Jamestown, NC – Physical Therapist Assistant Program

East Carolina University, Greenville, NC – Department of Physical Therapy

Western Carolina University, Cullowhee, NC – Department of Physical Therapy

Other Resources:

Ingram D. Essential functions required of physical therapist assistant and physical therapy students. Journal of Physical Therapy Education. 1994; 8:57-59.

Ingram D. Opinions of physical therapy education program directors on essential functions. Physical Therapy. 1997; 77:37-46.