What should graduates of the Rehabilitation Sciences Ph.D. program know or be able to do?

**Conduct independent research**
- Design research – actively participating/developing
- Knowledge of literature in field/area
- Value all forms of research
- Focused content area
- Data analysis methods
- Adapt to work settings
- Knowledge of human subjects review board
- Support research of colleagues
- Mentoring/advising students in research
- Participation in grant development and submission
- Eligible for post-doctoral experience

**Dissemination of research findings**
- Peer review journals
- Presentations at conferences
- Writing publishable/quality manuscripts
- Apply new evidence to profession/area of specialization

**Teaching/Academia**
- Mentoring/advising students (formative and summative)
- Design, develop, deliver appropriate course content
- Conduct appropriate student assessments
- Curriculum development
- Lab management
- Understanding three part load of academia (teaching, research, service)
- Articulate teaching philosophy
- Integrating students into line of research

**Leadership/citizenship**
- Knowledge of public policy and legislation
- Advocacy and lobbying
- Knowledge of health and social systems
- Independent action/motivation/passion/enjoyment
- Focus area of knowledge/specialization

**Interprofessionalism**
- Mediate collaboration of ideas
- Collegiality
- Understand interdisciplinary knowledge base
- Organizational citizenship behavior
- Patient centered service delivery
- Use theory to guide research
• Communication, negotiation, debate

**Knowledge and Integration of Ethical Practices**
• Content knowledge around ethical practice
• Practical application through problem solving and observations

**Important topics more difficult to measure or assess**
• Sustainability/life balance
• Professional ethics in practice
• Passion/enjoyment
• Being a change agent/facilitating change
• Communication/negotiation/mediation skills
• Appreciation for Interprofessionalism

**Other questions**
• What indices of accomplishment should students have?
• Possible minimums
  - Research
    - Manuscript
    - Book chapter
    - Grant proposal
  - Teaching
    - Apprenticeship/teaching experience
    - Syllabus creation/revision
  - Presentations
    - National/regional conferences
• What happens when a student doesn’t meet the established expectations?