

**University of Florida**  
**College of Public Health & Health Professions Syllabus**  
**OTH 6705 Leadership and Professional Development (3 credits)**

Semester: Summer 2024  
Delivery Format: On-Campus  
Tuesday: 12:15-3:50 pm

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Instructor Name: Christine Myers, PhD, OTR/L, FAOTA, FNAP  
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Preferred Course Communications: email

Instructor Name: Becky Piazza, OTD, OTR/L, BCPR  
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Office Hours: Thursdays, 11 am – 1 pm in 1107 or by appointment – please email to request a time  
Preferred Course Communications: email

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**Prerequisites:** OTH 6819 Competency

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### **PURPOSE AND OUTCOME**

**Course Overview:** This course explores leadership theories and practices, and their application to leadership in Occupational Therapy practice and education. Self-directed professional development and leadership responsibilities for the professional development of others are addressed. In addition to the above, the course will also explore leadership behaviors and their application to personal and organizational leadership.

### **Course Objectives:**

<b>Student Learning Objectives- Upon successful completion of the course, students will be able to:</b>	<b>ACOTE Standard(s)</b>	<b>Curricular Theme(s)</b>	<b>Assessment(s)</b>
Understand the characteristics of personal leadership to craft a leadership philosophy	n/a	Professionalism	Leadership Philosophy and Brain Color Characteristics paper
Conceptualize the “five leadership practices” and apply these conceptualizations to hypothetically resolving an existing or emerging leadership challenge.	n/a	Critical Thinking; Professionalism	Leadership Practice Discussion Posts (5)  Active Participation with Guest Speaker Discussion Posts

Compare and contrast personal and professional responsibilities regarding liability and contractual arrangements across service delivery models.	B.7.5. Personal and Professional Responsibilities	Professionalism	Understanding Liability Issues in OT Paper  Reflection on Entrepreneurship in OT
Develop a professional portfolio to showcase clinical and training experiences to potential employers.	n/a	Professionalism	Professional Showcase  Preparing for Your OT Career Reflection
Describe the role of the mentor and mentee in professional development.	n/a	Professionalism	Enable Others to Act Discussion Post  Five-Year Plan
Demonstrate an understanding of the resources available for starting a private practice in occupational therapy.	n/a	Professionalism	Understanding Liability Issues in OT Paper  Reflection on Entrepreneurship in OT
Prepare for entrance into the occupational therapy profession by developing a resume and understanding strategies for job searching, interviewing, negotiating, and wellness during the first-year transition.	n/a	Professionalism	Resume and Cover Letter  Preparing for Your OT Career Reflection

**Instructional Methods:** In-class seminar type activities including lecture, small group work, case examples, and experiential learning.

**Required Textbooks:**

1. Glazov, S. (2008). *What color is your brain?* Slack Incorporated.

**Optional Textbook:**

1. Kouzes, J.M., & Posner, B.Z. (2017). *The leadership challenge* (6<sup>th</sup> ed.). Jossey-Bass.
2. FranklinCovey. Leadership Great Leaders. Great Teams. Great Results (Note: Handouts will be posted on Canvas, or integrated in the Power Point slides)

## DESCRIPTION OF COURSE CONTENT

### Topical Outline/Course Schedule

Week	Topic(s)	Readings/Assignments
<b>Leadership</b>		
1 Tuesday 5/14	<p>Course Introduction/Review Syllabus</p> <p>Launching Your Career</p> <ul style="list-style-type: none"> <li>• Preparing for the NBCOT Exam- Developing a Study Plan</li> <li>• Preparing for Licensure</li> <li>• Showcasing your Professional Achievements</li> </ul>	<p>Explore exam prep and state licensure resources on Canvas</p> <p>Assignment: Professional Showcase (due 7/23 at 11:59pm)</p>
2 Tuesday 5/21	<p>Fundamentals of Personal and Organizational Leadership</p> <ul style="list-style-type: none"> <li>• Definitions, Characteristics, Behaviors, Styles</li> <li>• Whole-Person Paradigm</li> <li>• Levels of Engagement</li> <li>• Imperative of Great Leaders</li> <li>• What Color is Your Brain</li> </ul> <ul style="list-style-type: none"> <li>• <b>Practice 1:</b> Model the Way</li> <li>• <b>Practice 2:</b> Inspire a Shared Vision</li> </ul> <p>Guest Speaker: Mrs. Sharon Rosenberg OTR/L</p>	<p>Kouzes and Posner, pp. 11-24; pp 295-314</p> <p>Handout on Leadership Styles</p> <p>Assignments:</p> <p>Initial Posting (due 5/24/24 at 11:59 pm) and Two Responses to Peers' Postings (due 5/26/24 at 11:59 pm)</p> <ul style="list-style-type: none"> <li>• What Color is Your Brain? (due Tuesday 5/28/24)</li> <li>• Leadership Philosophy and Brain Color Characteristics (due Sunday 6/11/24)</li> </ul>
3 Tuesday 5/28	<p>Five Leadership Practices</p> <ul style="list-style-type: none"> <li>• <b>Practice 3:</b> Challenge the Process</li> </ul> <p>Guest Speaker: Mrs. Jess Seitz, MOT, OTR/L (confirmed for 2024)</p> <p>Guest Speaker: Mrs. Lana Watson, MHS, OTR/L</p>	<p>Kouzes and Posner, pp.143-169</p> <p>Assignment: Leadership Practices Initial Posting (due 5/31/24 at 11:59 pm) and Two Responses to Peers' Postings (due 6/2/24 at 11:59 pm)</p>
4 Tuesday 6/4	<p>Five Leadership Practices</p> <ul style="list-style-type: none"> <li>• <b>Practice 4:</b> Enable others to Act</li> </ul> <p>Guest Speaker: Rachel Boeche Clinical Resource Manager at Hollister Incorporated</p> <p><b>Values In Class Assignment</b></p>	<p>Kouzes and Posner, pp.193-219</p> <p>Classen et al., 2021</p> <p>Assignment: Leadership Practices Initial Posting (due 6/7/24 at 11:59 pm) and Two Responses to Peers' Postings (due 6/9/24 at 11:59 pm)</p>

Week	Topic(s)	Readings/Assignments
5 Tuesday 6/11	Five Leadership Practices <ul style="list-style-type: none"> <li>• <b>Practice 1:</b> Model the Way</li> <li>• <b>Practice 2:</b> Inspire a Shared Vision</li> <li>• <b>Practice 3:</b> Challenge the Process</li> <li>• <b>Practice 4:</b> Enable others to Act</li> <li>• <b>Practice 5:</b> Encourage the Heart</li> </ul> <p><b>Lake Wauburg South Shore Challenge Course Off-Campus Experiential Learning</b></p>	Kouzes and Posner, pp. 45-71; 93-117 Handout: Leadership Philosophy  Assignment: Leadership Practices Initial Posting (due 6/14/24 at 11:59 pm) and Two Responses to Peers (due 6/16/24 at 11:59 pm)
6 Tuesday 6/18	Five Leadership Practices <ul style="list-style-type: none"> <li>• <b>Practice 1:</b> Model the Way</li> <li>• <b>Practice 2:</b> Inspire a Shared Vision</li> <li>• <b>Practice 5:</b> Encourage the Heart</li> </ul> <p>Guest Speaker: <a href="#">Dr. Classen</a></p>	Kouzes and Posner, pp. 245-271 Handout. Conscious Club.  Assignment: Leadership Practices Student Summaries (due 7/1/24 at 11:59 pm)
<b>6/24 – 6/28 Summer Break (No Class)</b>		
<b>Professional Development</b>		
7 Tuesday 7/2	Preparing for Your OT Career  <b>In-person</b> Becoming a Fieldwork Educator  <i>Guest Speaker:</i> Heidi Horwitz, OTD, OTR/L  <b>Online</b> Video lecture: <ul style="list-style-type: none"> <li>• Preparing for Your OT Career</li> <li>• The First Year of Practice</li> </ul>	Tryssenaar, J. & Perkins, J. (2001)  Turpin M, Fitzgerald C, Copley J, Laracy S, Lewis B. (2021)  Assignment: Preparing for Your OT Career Reflection (due 7/9 at 11:59pm)

Week	Topic(s)	Readings/Assignments
<p>8 Tuesday 7/9</p>	<p>Preparing for Your OT Career (cont.)</p> <ul style="list-style-type: none"> <li>• Preparing a Resume or CV</li> <li>• Preparing for a Job Search</li> <li>• Writing a Cover Letter</li> </ul> <p><b>In-person:</b></p> <p><i>***Class will be held at the Career Connections Center (C3) in the Reitz Union. Arrive by 12:20pm. Class will run from 12:30-3:30.***</i></p> <p><i>Guest Speakers:</i> Brendan Daigle, Manager for Career Pathways for Healthcare and Health Sciences, and Kyle Schramm, Career Pathways Coach for the Healthcare and Health Sciences, Career Connections Center</p> <p><b>Online:</b></p> <p>Video lecture:</p> <ul style="list-style-type: none"> <li>• Resume Assignment</li> </ul>	<p>Deluliis (2019) Ch. 11.</p> <p>Professional Showcase examples (have you started working on your Professional Showcase yet? If not, view some sample showcases on Canvas for inspiration!)</p> <p>Assignment: Resume and Cover Letter with Reflective Questions (due 7/16 at 11:59pm)</p>
<p>9 Tuesday 7/16</p>	<p>Preparing for Your OT Career (cont.)</p> <ul style="list-style-type: none"> <li>• Interview Skills</li> <li>• How to Negotiate with an Employer</li> <li>• Social Media Presence</li> </ul> <p><b>In-person:</b></p> <p><i>***Class will be held at the Career Connections Center (C3) in the Reitz Union. Arrive by 12:20pm. Class will run from 12:30-3:30.***</i></p> <p><i>Guest Speakers:</i> Brendan Daigle, Manager for Career Pathways for Healthcare and Health Sciences, and Kyle Schramm, Career Pathways Coach for the Healthcare and Health Sciences, Career Connections Center</p>	<p>Review career resources on Canvas</p>

Week	Topic(s)	Readings/Assignments
10 Tuesday 7/23	Career Development  <b>In-person</b>  <ul style="list-style-type: none"> <li>• Planning Your Career Trajectory</li> <li>• Goal Setting</li> <li>• Immunity to Change</li> <li>• Conflict Management</li> </ul>	Additional readings to be posted in Canvas  Assignment: Five Year Plan with Reflective Questions (due 8/2 at 11:59pm)
11 Tuesday 7/30 Asynchronous	Career Development (cont.)  <b>Online</b> Video lectures:  <ul style="list-style-type: none"> <li>• Understanding Personal and Professional Growth: The Reflective Practitioner</li> <li>• Continuing Competency</li> <li>• Building the Mentor/Mentee Relationship</li> <li>• Beyond the Clinic: OT's in Business</li> </ul> ***No class meeting this week- watch video lectures and complete assignments***	Willard & Spackman, Ch. 70  AOTA 2021 Standards for Continuing Competence (on Canvas)  Doyle, N. W., Lachter, L. G. & Jacobs, K. (2019)  Read blogs about OT's experiences as contract therapists (on Canvas)  Assignment: Understanding Liability Issues in OT Paper (due 8/6 at 11:59pm)
12 Tuesday 8/6 Virtual	Entrepreneurship in OT  <b>In-person (Zoom)</b>  <i>Guest Speakers:</i>  <ul style="list-style-type: none"> <li>• Panel of OT Entrepreneurs (TBA)</li> <li>• Starting Your Own Private Practice in OT- Lindsey Telg, MOT, OTR/L, Instructional Assistant Professor</li> </ul> GatorEvals Course Evaluation  ***Class to be held on Zoom***	Hudgins, Stover & Walsh-Sterup (2018)  Kuehn (2020)  Review <a href="http://www.sba.gov">www.sba.gov</a>  In-class Assignment: Reflection on Entrepreneurship in OT (due at end of class)

*A detailed course outline will be provided in Canvas and provides more information for required readings, assignments, and expectations for active and professional participation in class.*

### **Course Materials and Technology**

For technical support for this class, please contact the UF Help Desk at:

- [Learning-support@ufl.edu](mailto:Learning-support@ufl.edu)
- (352) 392-HELP - select option 2
- <https://lss.at.ufl.edu/help.shtml>

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## ACADEMIC REQUIREMENTS AND GRADING

### Assignments:

- **(a) Leadership philosophy and (b) plan to address Brain Color characteristics:** Assignment information, grading criteria, and submission link available on Canvas.
- **(a) Four leadership practices- initial postings and (b) four responses to a peers' postings during week 2-5:** Assignment information and grading criteria available on Canvas. Submit to "Discussions".
- **Preparing for Your OT Career Reflection:** For this assignment, you will read and reflect on web-based resources for personal growth and support during the transition to the first year of practice. Assignment information, grading criteria, and submission link available on Canvas.
- **Resume/Cover Letter with Reflective Questions:** For this assignment, you will update your resume, create a cover letter, and respond to reflective questions about your professional qualities in preparation for your future job search. Assignment information, grading criteria, and submission link available on Canvas.
- **Professional Showcase:** For this assignment, you will create a professional showcase using Linked-In, a webpage, or Portfolium. Assignment information, grading criteria, and submission link available on Canvas.
- **Five Year Plan with Reflective Questions:** For this assignment you will create a five-year professional career plan and respond to reflective questions about your future as an occupational therapist. Assignment information, grading criteria, and submission link available on Canvas.
- **Understanding Liability Issues in OT Paper:** For this assignment you will read a white paper about risk areas in OT and respond to prompts about liability in OT. Assignment information, grading criteria, and submission link available on Canvas.
- **In-class Reflection on Entrepreneurship and Contract Work:** For this assignment you will respond to an in-class reflection related to video lectures, readings, and guest speakers on entrepreneurship and contract work. Assignment information, grading criteria, and submission link available on Canvas.
- **Active group participation with guest speakers:** It is expected that you come prepared to ask questions of guest speakers during each class. Students who do not ask questions or participate in group discussions will not receive the full five points for this grade. Grading criteria available on Canvas.

### Grading

Assignment Category	Requirement	Due Date	% of Final Grade
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<b>Leadership Assignments</b>	<ul style="list-style-type: none"> <li>• What Color is Your Brain? (10 pts.)</li> <li>• Leadership Philosophy &amp; Brain Color Characteristics (15 pts.)</li> <li>• Leadership Values (10 pts.)</li> </ul>	<ul style="list-style-type: none"> <li>• 5/28/24</li> <li>• 6/11/24</li> <li>• 6/4/24</li> </ul>	35%
<b>Professional Development Assignments</b>	<ul style="list-style-type: none"> <li>• Preparing for Your OT Career Reflection (5 pts.)</li> <li>• Resume and Cover Letter (10 pts.)</li> <li>• Professional Showcase (12 pts.)</li> <li>• Five-Year Plan (10 pts.)</li> <li>• Understanding Liability Issues in OT Paper (7.5 pts.)</li> <li>• In-class Reflection on Entrepreneurship and Contract Work (2.5 pts.)</li> </ul>	<ul style="list-style-type: none"> <li>• 7/9/24</li> <li>• 7/16/24</li> <li>• 7/23/24</li> <li>• 8/2/24</li> <li>• 8/6/24</li> <li>• 8/6/24</li> </ul>	45%
<b>Leadership Practices Online Discussions</b>	<ul style="list-style-type: none"> <li>• Leadership Practices 1 &amp; 2 (5 pts.)</li> <li>• Leadership Practice 3: Challenge the Process (5 pts.)</li> <li>• Leadership Practice 4: Enable Others to Act (5 pts.)</li> <li>• Leadership Practice 5: Encourage the Heart (5 pts.)</li> <li>• Leadership Practices Guest Speaker Reflections (5 pts.)</li> </ul>	<ul style="list-style-type: none"> <li>• 5/24/24</li> <li>• 5/31/24</li> <li>• 6/7/24</li> <li>• 6/14/24</li> <li>• 6/23/24</li> </ul>	15%
<b>Active Professional Participation</b>	Active Participation with Multiple Guest Speakers		5%
<b>Total</b>			<b>100%</b>

<b>Points earned</b>	93-100	90-92.99	87-89.99	83-86.99	80-82.99	77-79	70-76	67-69.99	63-66.99	60-62.99	0-59.99
<b>Letter Grade</b>	A	A-	B+	B	B-	C	C	D+	D	D-	E

<b>Letter Grade</b>	A	A-	B+	B	B-	C+	C	D+	D	D-	E	WF	I	NG	S-U
<b>Grade Points</b>	4.0	3.67	3.33	3.0	2.67	2.33	2.0	1.33	1.0	0.67	0.0	0.0	0.0	0.0	0.0

For greater detail on the meaning of letter grades and university policies related to them, see the Registrar's Grade Policy regulations at: <http://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

**Exam Policy:** There are no exams in this class

**Policy Related to Attendance, Make up Exams or Other Work**



Please note: Any requests for make-ups due to technical issues MUST be accompanied by the UF Computing help desk (<http://helpdesk.ufl.edu/>) correspondence. You MUST e-mail me within 24 hours of the technical difficulty if you wish to request a make-up.

Attendance to all exams and class activities is mandatory. All students will be held responsible for all material presented and discussed in class activities regardless of attendance. If possible, a student who must be late or absent to a class activity should notify the instructor prior to the scheduled time in order to schedule makeup activities. Some experiences cannot be made up. For students with an excused absence an alternative activity will be provided. The course cannot be completed or passed without attending class. If a student misses more than 2 class periods they are at risk of failing the course.

If possible, faculty should be informed of absences prior to the time of the scheduled activity (exam, site visit, assignment deadline, presentation), unless it is an illness or emergency.

- a) A student who must be absent must notify the instructor via email prior to the anticipated absence, if possible. (Do not contact guest lecturers.)
- b) See the "Policy Related to Make up Exams or Other Work" above related to missing exams.
- c) See the absence policy in the student manual for more information.

Assignments must be submitted on time. A deduction of 10% per day late will be applied to late assignments. All assignments must be completed in order to pass this class.

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies that can be found at:

<https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>

## **STUDENT EXPECTATIONS, ROLES, AND OPPORTUNITIES FOR INPUT**

**Expectations Regarding Course Behavior** For further information about the material provided below see the relevant sections of the OTD *Student Manual* or the websites provided.

### **Communication Guidelines**

- Treatment of peers, professors, teaching assistants, guest lecturers, clinical personnel, with consideration, confidentiality, and respect.
- Students are expected to actively participate in discussions and class activities. Participation assists students to develop knowledge and skill in interpersonal relationships and communication by relating to patients and families with various backgrounds and performance deficits, by relating to other students, therapists and supervisors, students gain an understanding of relationships in professional role. Personal responsibility for prompt arrival, and regular participation and attendance all course activities; with appropriate and judicious use of class and lab time.

### **Professional Behavior**

- Assumption of responsibility in keeping classroom in order and course materials properly utilized and stored.
- **Students are expected to be thoroughly prepared for class.** Students are expected to read and study assigned readings in text and course syllabus prior to coming to class. Students are expected to bring all materials necessary to effectively participate or those specifically designated by the instructor to class or lab.
- Professional work habits also include: being on time for class and staying until class is dismissed; being courteous in lecture and lab by refraining from chatter or other distracting behaviors; turning off all electronic devices that are not critical for formal classroom activities; not reading other material

during class; meeting deadlines; arranging with instructor or peer to get handouts or announcements if unable to attend class; arranging with the instructor in advance if unable to meet scheduled tests and assignments.

- Professional attire in lectures and labs when there are guests, in all clinics and site visits.
  - Clean long khaki or black pants that remain fitted when moving and bending.
  - Collared, adequately fitting shirt that is neither clingy nor revealing and remains discretely tucked into pants when reaching and moving. No T-shirts.
  - Clean, closed toe shoes with adequate base of support.
  - Jewelry & make-up kept to a minimum. No hats. No fragrances. Tattoos must be covered.
- Lecture notes and/or Power Point slides are provided solely at the discretion of the presenter. Regardless of the provision of lecture notes/Power Point slides, students are responsible for all materials assigned and covered in class, labs, and site visits.
- **Laptops/Tablets:** Laptops/tablets may be used in class for taking notes, viewing slides, or accessing websites associated with ongoing class activities. Students are not allowed to use laptops/tablets in class for any other reason. Topic instructors may further limit or prohibit the use of laptop/tablet used during their presentations.

### **Academic Integrity**

Students are expected to act in accordance with the University of Florida policy on academic integrity. As a student at the University of Florida, you have committed yourself to uphold the Honor Code, which includes the following pledge:

**“We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity.”**

You are expected to exhibit behavior consistent with this commitment to the UF academic community, and on all work submitted for credit at the University of Florida, the following pledge is either required or implied:

**“On my honor, I have neither given nor received unauthorized aid in doing this assignment.”**

It is your individual responsibility to know and comply with all university policies and procedures regarding academic integrity and the Student Honor Code. Violations of the Honor Code at the University of Florida will not be tolerated. Violations will be reported to the Dean of Students Office for consideration of disciplinary action. For additional information regarding Academic Integrity, please see Student Conduct and Honor Code or the Graduate Student Website for additional details:

<https://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/>  
<http://gradschool.ufl.edu/students/introduction.html>

Please remember cheating, lying, misrepresentation, or plagiarism in any form is unacceptable and inexcusable behavior.

### **Recording Within the Course:**

Students are allowed to record video or audio of class lectures. However, the purposes for which these recordings may be used are strictly controlled. The only allowable purposes are (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited. Specifically, students may not publish recorded lectures without the written consent of the instructor.

A “class lecture” is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor-led discussions that form part of the presentation, and delivered by any instructor hired or appointed by the University, or by a guest instructor, as part of a University of Florida course. A class lecture does not include lab sessions, student presentations, clinical

presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, exams), field trips, private conversations between students in the class or between a student and the faculty or lecturer during a class session.

Publication without permission of the instructor is prohibited. To “publish” means to share, transmit, circulate, distribute, or provide access to a recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, leaflet, or third party note/tutoring services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by a person injured by the publication and/or discipline under UF Regulation 4.040 Student Honor Code and Student Conduct Code.

#### [Policy Related to Guests Attending Class:](#)

Only registered students are permitted to attend class. However, we recognize that students who are caretakers may face occasional unexpected challenges creating attendance barriers. Therefore, by exception, a department chair or his or her designee (e.g., instructors) may grant a student permission to bring a guest(s) for a total of two class sessions per semester. This is two sessions total across all courses. No further extensions will be granted. Please note that guests are **not** permitted to attend either cadaver or wet labs. Students are responsible for course material regardless of attendance. For additional information, please review the Classroom Guests of Students policy in its entirety. Link to full policy: <http://facstaff.phphp.ufl.edu/services/resourceguide/getstarted.htm>

#### **Online Faculty Course Evaluation Process**

Students are expected to provide feedback on the quality of instruction in this course by completing online evaluations at <https://evaluations.ufl.edu>. Evaluations are typically open during the last two or three weeks of the semester, but students will be given specific times when they are open. Summary results of these assessments are available to students at <https://evaluations.ufl.edu/results/>.

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## **SUPPORT SERVICES**

### **Accommodations for Students with Disabilities**

If you require classroom accommodation because of a disability, it is strongly recommended you register with the Dean of Students Office <http://www.dso.ufl.edu> within the first week of class or as soon as you believe you might be eligible for accommodations. The Dean of Students Office will provide documentation of accommodations to you, which you must then give to me as the instructor of the course to receive accommodations. Please do this as soon as possible after you receive the letter. Students with disabilities should follow this procedure as early as possible in the semester. The College is committed to providing reasonable accommodations to assist students in their coursework.

### **Counseling and Student Health**

Students sometimes experience stress from academic expectations and/or personal and interpersonal issues that may interfere with their academic performance. If you find yourself facing issues that have the potential to or are already negatively affecting your coursework, you are encouraged to talk with an instructor and/or seek help through University resources available to you.

- The **Counseling and Wellness Center** 352-392-1575 offers a variety of support services such as psychological assessment and intervention and assistance for math and test anxiety. Visit their web site for more information: <http://www.counseling.ufl.edu>. On line and in person assistance is available.

- **U Matter We Care** website: <http://www.umatter.ufl.edu/>. If you are feeling overwhelmed or stressed, you can reach out for help through the You Matter We Care website, which is staffed by Dean of Students and Counseling Center personnel.
- The **Student Health Care Center** at Shands is a satellite clinic of the main Student Health Care Center located on Fletcher Drive on campus. Student Health at Shands offers a variety of clinical services. The clinic is located on the second floor of the Dental Tower in the Health Science Center. For more information, contact the clinic at 392-0627 or check out the web site at: <https://shcc.ufl.edu/>
- Crisis intervention is always available 24/7 from: Alachua County Crisis Center: (352) 264-6789 <http://www.alachuacounty.us/DEPTS/CSS/CRISISCENTER/Pages/CrisisCenter.aspx>
- **University Police Department:** [Visit UF Police Department website](#) or call 352-392-1111 (or 9-1-1 for emergencies).
- **UF Health Shands Emergency Room / Trauma Center:** For immediate medical care call 352-733-0111 or go to the emergency room at 1515 SW Archer Road, Gainesville, FL 32608; [Visit the UF Health Emergency Room and Trauma Center website.](#)

Do not wait until you reach a crisis to come in and talk with us. We have helped many students through stressful situations impacting their academic performance. You are not alone so do not be afraid to ask for assistance.

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## **Inclusive Learning Environment**

Public health and health professions are based on the belief in human dignity and on respect for the individual. As we share our personal beliefs inside or outside of the classroom, it is always with the understanding that we value and respect diversity of background, experience, and opinion, where every individual feels valued. We believe in, and promote, openness and tolerance of differences in ethnicity and culture, and we respect differing personal, spiritual, religious and political values. We further believe that celebrating such diversity enriches the quality of the educational experiences we provide our students and enhances our own personal and professional relationships. We embrace The University of Florida's Non-Discrimination Policy, which reads, "The University shall actively promote equal opportunity policies and practices conforming to laws against discrimination. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status as protected under the Vietnam Era Veterans' Readjustment Assistance Act." If you have questions or concerns about your rights and responsibilities for inclusive learning environment, please see your instructor or refer to the Office of Multicultural & Diversity Affairs website: [www.multicultural.ufl.edu](http://www.multicultural.ufl.edu)