

R. Joe Palmer III, PT, DPT  
Mailstop C244, 13121 East 17<sup>th</sup> Avenue, Aurora, CO 80045  
303-724-2878  
Doctor of Physical Therapy Program, University of Colorado, Anschutz Medical Campus  
Assistant Professor: October 1, 2022 – Present  
Senior Instructor: September 1, 2017 – July 31, 2022

Education:

University of Colorado, Colorado Springs	PhD, Educational Leadership, Research, and Policy	Fall 2023
Slippery Rock University	Doctor of Physical Therapy	August 2002
University of Northern Colorado	Bachelor of Science, Recreation, Emphasis in Therapeutic Recreation, Minors in History and Biology Emphasis in Outdoor Education	August 1997

Licensure Information:

Colorado PT: PTL 0008091

Certifications:

APTA Advanced Clinical Instructor Certification, March 2016  
American Heart Association BLS and BLS for the Healthcare Provider Instructor, August 2014  
APTA Clinical Instructor Certification, October 2003  
Certified Therapeutic Recreation Specialist, 1997 – 2003  
Emergency Medical Technician – Basic, August 1998

Employment and Positions Held:

2024 – Present	Director of Clinical Education, Physical Therapy Program, Residential and Hybrid pathways. Department of Physical Medicine and Rehabilitation, School of Medicine, Aurora, CO <ul style="list-style-type: none"> <li>• Lead Clinical Education team of 6 faculty and 1 staff across both Program pathways</li> </ul>
2017-2023	Assistant Director of Clinical Education, Physical Therapy Program, Department

of Physical Medicine and Rehabilitation, School of Medicine, Aurora, CO

- 10-year strategic planning lead in academic-clinical partnership
- Lead in technology/data management transitions:
  - CPI 3.0
  - Exxat clinical education database
- Coordinate and supervise students in clinical education experiences
  - Develop individual learning plans when appropriate

2012—2017	Director of Clinical Education, Department of Physical Therapy, College of Health Science and Public Health, Eastern Washington University, Spokane, WA
2016 – 2017	Per Diem Staff Physical Therapist, Skilled Nursing Facility Spokane Veteran's Home, Spokane, WA
2004 – 2012	Staff Physical Therapist, acute care, sub-acute rehabilitation, and out-patient therapist, Central Washington Hospital
2002 – 2004	Staff Physical Therapist, Memorial Hospital of Colorado Springs, Colorado Springs, CO
1996 – 1999	Flight Medic, Colorado Army National Guard
1993 – 1996	Medical Laboratory Technician, Colorado Army National Guard
1999	Recreation Therapist, Pediatric Residential Treatment Center Colorado Mental Health Institute at Pueblo, Pueblo CO

#### Scholarly Agenda:

To identify and understand characteristics and interventions associated with enhancing and/or maximizing academic-clinical partnerships and/or clinical workplace cultures of teaching and learning.

#### Publications

1. Palmer, R.J. Using the Partnership Success Theory to Explore Physical Therapy Clinical Instructor Partnership Perceptions. [Doctoral dissertation]. Colorado Springs, Colorado: University of Colorado Colorado Springs; 2023.
2. Hochman, L., Silberman, N., Palmer, R.J., & Greco, J.L. Best Practices in Clinical Education: A Site Visit Decision-Making Model. *J. of Allied Health*. 2023. In press.
3. Palmer, R. J., & Rapport, M.J. Using the Partnership Success Theory to Explore Site Visits on the Academic-Clinical Partnership from the Physical Therapy Clinical Instructor Perspective. *J of Phys Ther Educ*. 2022;36(3):186-195.
4. Rodriguez, J., Davidson, W., Palmer, R. J., & Rapport, M. J. Impact of Student Debt on Decisions of Terminal Clinical Education Experiences in Physical Therapist Education. *Internet J Allied Health Sci Pract*. 2022;20(3).

### Grants

1. University of Colorado, Doctor of Physical Therapy Education Scholarship Group Seed Grant.  
Award: \$3,000. 2022

### Peer Reviewed Scientific and Professional Presentations:

1. APTA Combined Sections Meeting, Education Poster Session: "Using the Partnership Success Theory to Explore Physical Therapy Clinical Instructor Partnership Perceptions" 2024
2. APTA Combined Sections Meeting, Acute Care Poster Session: "DPT Student Preparedness for Acute Care Clinical Experience Following ICU Simulation Experience" 2024
3. APTA Education Leadership Conference, Education Session abstract submission: "Rethinking Clinical-Academic Partnerships: Working towards educational sustainability through more integrated relationships" 2023
4. APTA Education Leadership Conference, Education Session: "Site Visits: Is there a method to the madness? Gaining consensus in best practice" 2022
5. APTA Combined Sections Meeting, Health Policy and Administration Section Poster Presentation: "Understanding Physical Therapy Student Motivations for Joining the National Health Service Corps" 2022
6. APTA Combined Sections Meeting, Education Section Platform Presentation: "The Development of a Novel Academic-Clinical Partnership Assessment Tool Using the Partnership Success Theory" 2021
7. APTA Combined Sections Meeting, Education Section Platform Presentation: "Clinical Instructor Perceptions on Partnership Following Academic Physical Therapy Site Visits: A Mixed-Methods Approach" 2021
8. American Educational Research Association (AERA), Virtual Poster Presentation: "Understanding STEM Identity using the High School Longitudinal Study of 2009" 2021
9. STEM 2021 Virtual Conference, Platform Presentation: "Understanding STEM Identity using the High School Longitudinal Study of 2009" 2021
10. APTA Educational Leadership Conference, Education Section Poster Presentation: "Efficacy of a Rural Panel to Promote DPT Student Interest in Rural Clinical Rotations" 2019
11. APTA Educational Leadership Conference, Education Session Presentation: "From Vision to Reality: Early Years of Implementing a Paid Yearlong Internship and Lessons Learned Along the Way" 2018
12. APTA Combined Section Meeting, Education Section Poster Presentation: "Quantifying Clinical

Instructor Time in Student Mentorship During Full Time Doctor of Physical Therapy Clinical Experiences – A Pilot Study” 2018

13. Northwest Intermountain Consortium Annual Conference, Education Session Presentation: “Navigating the ‘Swampy Lowland’ of Clinical Practice – Using Clinical Narratives in PT Clinical Education” 2017
14. APTA Combined Section Meeting, Education Section Poster Presentation: “Improved Clinical Comfort for 3rd Year Doctor of Physical Therapy Students during Full Time Internships using a Clinical Narrative Process” 2016

Non-Peer Reviewed Scientific and Professional Presentations:

1. Medical Career Collaborative (MC<sup>2</sup>) – Introduction to PT – March 6, 2024
2. Adams City High School Career Exploration Panel – Anschutz Medical Campus – December 4, 2023
3. Colorado State University – Pre-PT club presentation – November 27, 2023
4. Aurora Science and Technology – PT Career exploration – November 10, 2023
5. Colorado Mesa Graduate Fair – CU PT representation – November 7, 2023
6. Western State University – Pre-PT club presentation – November 6, 2023
7. K-12 Steam Exposure Day – Anschutz Medical Campus – October 26, 2023
8. Adams County 5 Start School District – K-12 PT exploration presentation – October 10, 2023
9. AHEC Near Conference - PT Partner Presentation – September 24, 2023
10. CU Physical Therapy Program – University of Colorado, Denver – September 14, 2023
11. Motivational Interviewing Review – Saint Joseph’s Hospital – July 27, 2023
12. Medical Career Collaborative (MC<sup>2</sup>) – Introduction to PT – March 6, 2023
13. CUPS Presentation/Workshop – Introduction to PT – October 15, 2022
14. Aurora Science and Technology HS – Health Care career exploration day – 2 presentations on profession of PT – October 13, 2022
15. Greeley HS Dream Team – Health Care career exploration – panel participant representing PT – October 10, 2022
16. CU Anschutz PreHealth Day – Interdisciplinary panel case presentation participant – October 1,

2022

17. South Middle School – Career Exploration session – PT profession presentation – September 23, 2022
18. Colorado Early Colleges, Colorado Springs – Career Exploration day – 3 sessions presenting on profession of PT – September 15, 2022
19. National Association of Advisors for the Health Professions panel participant representing PT – June 15, 2022
20. CO SWAHEC Health Careers Institute, Fort Lewis College, Durango – Physical Therapy booth – June 10, 2022
21. UPP Career Exploration Week – Introduction to PT – June 6, 2022
22. MC<sup>2</sup> Pre-health organization presentation – Introduction to PT – March 24, 2022
23. Chinese Disability Symposium – Adaptive Recreation Opportunities for People in the United States – August 2021
24. UCCS Graduate Research Slam Competition - Using the Partnership Success Theory to Explore Site Visits on the Academic-Clinical Partnership from the Physical Therapy Clinical Instructor Perspective - 2021
25. “We Need to Talk” – Having Difficult Conversations – APTA CO CESIG 2019
26. PT Clinical Education - Navigating Through Wonderland - University of Colorado Department of Physical Therapy 2017
27. Panel Discussion Participant: Best Practice of Clinical Education Task Force Recommendations - APTA CO CESIG 2017
28. Reprised: EWU SMA3RT (Successful Mentoring, Administration, Advising, Arts, Research and Teaching) Faculty/Staff Poster Presentation 2016
29. Reprised: WA PT Faculty Research Showcase – PTWA State Conference 2016
30. Facilitating the Construction Process – A Neural Plastic Approach to Gait Retraining. EWU School of Physical Therapy 2012

#### Research Activity

Co-Investigator: “Exploring the Experience and Identity of Clinical Associated Faculty Teaching in a Doctor of Physical Therapy Program” Ongoing

Principle Investigator, Dissertation publication: "Using the Partnership Success Theory to Explore Physical Therapy Clinical Educator Partnership Perceptions" Completed 2023

Co-Investigator: "Physical therapy student financial literacy and effect of financial literacy education curriculum" Ongoing

Co-Investigator: "DPT Student Preparedness for Acute Care Clinical Experience Following ICU Simulation Experience" Ongoing

Co-Investigator: Participant in 2021 Grantsmanship and Mentoring in Education Research (GAMER) intensive workshop. Completed 2021

Principal Investigator: "Physical therapy student interest in joining the National Health Service Corps: An Exploration of Considerations and Demographic Attributes" Ongoing

Co-Investigator: "Understanding STEM Identity using the High School Longitudinal Study of 2009" Ongoing

Co-Investigator: "The impact of students' personal financial situations on decision-making for terminal clinical education experiences of the DPT degree" Ongoing

Principal Investigator: "Improved Clinical Comfort for 3rd Year Doctor of Physical Therapy Students during Full Time Internships using a Clinical Narrative Process" 2016

Peer-reviewer for Journals: "Healthcare", and "The Clinical Teacher"

Faculty Member for Occupational Therapy Master's student orals: "What effect does shoulder taping have on hemiplegic shoulder pain and functional skills (ADL and Transfer skills)", 2014.

Adjunct Investigator: "Sexual Boundaries in Physical Therapy Practice"  
In collaboration with University of Rhode Island, 2014

Graduate Research Project:  
"Therapist's Predicted Outcomes for a Patient with Low Back Pain"  
APTA National Conference Platform Presentation, 2002

#### Membership in Scientific/Professional Organizations

American Physical Therapy Association (APTA) 2012 - Present

Academy of Physical Therapy Education member; Clinical Education Special Interest Group  
Member 2012 – Present

Academy of Physical Therapy Research member; Qualitative Research Special Interest Group  
member 2021 - present

Section on Health Policy and Administration member; 2021 – present

CPI 3.0 Advisory Committee; 2022-2023

Academic Council of American Physical Therapy (ACAPT)  
Clinical Education Partnership Taskforce 2023  
National Consortium of Clinical Education member 2012 - Present

Colorado Chapter of American Physical Therapy Association 2017 - Present  
CO State APTA Delegate (at large) 2023 – Present  
Clinical Education Special Interest Group member 2017 - Present

Physical Therapy Association of Washington (PTWA) 2012-2017  
WA State APTA Delegate 2017

Regular attendance to regional PTWA monthly socials and quarterly meetings 2017

Northwest Intermountain Consortium of PT Clinical Educators (NIC) 2012 - Present  
Chair 2016-2019  
NIC conference planning workgroup 2017

EWU DPT  
Co-chair, 30-year all-class reunion planning committee 2017

Consultative and Advisory Positions Held:

Member, Acadaware Software company advisory board 2017

Community Service

Dedicated to Aurora's Wellness and Needs (DAWN) Student-run Clinic, PT Preceptor 2018 – Present

EWU College of Health Science and Public Health  
Food bank volunteer 2016

Unitarian Universalist Church of Spokane  
5th-6th grade Religious Education Instructor Sept 2014 – June 2015  
Junior High Religious Education Instructor Sept 2013 – June 2014  
“Our Whole Lives” Instructor 4-6th grade: March 2013 – April 2013

Cascade Unitarian Universalist Fellowship  
President, Board of Trustees, Member: January 2008 – June 2011

Council for Defense of Chelan County  
Board of Directors, Member: March 2007 – April 2012

Columbia Valley Community Health  
Vice President, Board of Directors, Member: September 2008 – March 2011

Testified at WA State Licensure board to allow CI mentorship to count towards required CE hours  
2016-2017

Services to the University/College/School on Committees/Councils/Commissions:

CU PT Recruitment and Admissions Committee 2018 – Present  
    Recruitment Committee Chair 2022 - Present  
        Holistic Application Reviewer 2018 - Present  
        Early Admissions Program Coordinator 2018 - Present  
        On-site & Virtual recruitment events 2017 – Present  
        Student Outreach Group Faculty Advisor 2021 – Present  
Student Promotions Committee 2023 – Present  
Assessment Committee 2023 - Present

CU School of Medicine, Physical Medicine and Rehabilitation Junior Faculty Committee Department Representative 2021 – Present

Student Mentoring:

20-25 students/cohort for Clinical Education Advising 2017 - Present  
3-4 students/cohort for Academic Advising 2018 - Present  
As requested by students within the CU DPT program 2017 - Present

Honors and Awards:

UCCS merit-based scholarship for dissertation phase of PhD  
2021, 2022 Physical Medicine and Rehabilitation Mission Incentive recipient  
Distinguished PhD Year 1 study: Using the Partnership Success Theory to Explore Site Visits on the Academic-Clinical Partnership from the Physical Therapy Clinical Instructor Perspective  
Multiple patient and co-worker nominated awards for quality of care and customer service  
Excellence in Research, SRU Graduate School of Physical Therapy  
First Honor Graduate, Army Medical Academy

Continuing Education Attended:

APTA Educational Leadership Conference – Philadelphia, PA 2023  
  
APTA Combined Sections Meeting Conference – San Diego, CA 2023  
  
APTA Educational Leadership Conference – Milwaukee, WI 2022  
  
APTA Combined Sections Meeting Conference – San Antonio, Tx 2022  
  
APTA Educational Leadership Conference – Atlanta, GA 2021  
  
APTA Combined Sections Meeting Conference – Virtual, 2021  
  
AERA Annual Conference – Virtual, 2021  
  
APTA Educational Leadership Conference – Virtual, 2020  
  
APTA Educational Leadership Conference – Bellevue, WA 2019



Northwest Intermountain Consortium of Clinical Education Annual Conference – Portland, OR 2018

APTA Educational Leadership Conference – Jacksonville, FL 2018

APTA Combined Sections Meeting Conference – New Orleans, LA 2018

Northwest Intermountain Consortium of Clinical Education Annual Conference – Boise ID 2017

APTA Educational Leadership Conference – Columbus, OH 2017

APTA Combined Sections Meeting Conference – San Antonio, TX 2017

PTWA State Conference – Tacoma, WA 2017

APTA Educational Leadership Conference – Phoenix, AZ 2016

APTA Combined Sections Meeting Conference – Anaheim, CA 2016

APTA Educational Leadership Conference – Baltimore, MD 2015

CAPTE Accreditation workshop – Baltimore, MD 2015

NIC meeting and conference – Denver, CO 2015

Professional study group to explore Mindful Practice in Clinical Practice 2015

APTA Combined Sections Meeting Conference – Indianapolis, IN 2015

Clinical Education Summit – Kansas City, MO 2014

APTA Educational Leadership Conference – Kansas City, MO 2014

Clinical Narrative writing 1-day course – Las Vegas, NV 2014

APTA Combined Sections Meeting conference – Las Vegas, NV 2014

APTA Educational Leadership Conference – Portland, OR 2013

APTA Combined Sections Meeting conference – San Diego, CA 2013

NIC meeting and conference – Park City, UT 2012

APTA Educational Leadership Conference – Greenwich, CT 2012

Current Teaching Responsibilities in the Entry-Level Program (in sequence, by quarter or semester):

Spring 1

IPED 5002: Interprofessional Education and Development I: Faculty Facilitator

Summer 2

DPTR 6931: Clinical Education I: Course Coordinator

Fall 2

DPTR 6712: Professional Development II: Course Instructor

IPED 6001: Interprofessional Education and Development II: Faculty Facilitator

Spring 2

DPTR 6932: Clinical Education II: Course Coordinator

Summer 3

DPTR 7651: Clinical Reasoning Capstone: Course Instructor

Fall 3

DPTR 7933: Clinical Education III: Course Instructor