

Leslie B. Glickman, PT, Ph.D.
Assistant Professor and Director of Post-Professional Programs
Department of Physical Therapy and Rehabilitation Science
University of Maryland School of Medicine

Date October, 2007

Personal Information

100 Penn Street – room 205A, Baltimore, Maryland 21201
phone: 410-706-4543
fax: 410-706-6387
email: lglickman@som.umaryland.edu

Education

B.S.–1964: University of Maryland, School of Physical Education, Recreation, and Health,
Physical Therapy major
M.Ed.–1972: University of Maryland, College of Education–Special Education
M.G.A.–1993: University of Maryland, University College, General Administration, Healthcare
Ph.D.–1999: Walden University, Minneapolis, Minnesota, Health Services

Certifications

Certificate of Proficiency in Physical Therapy–1964: University of Maryland, School of Medicine
Certificate in On-Line Instruction, December–1999, Walden Institute, Naples, Florida

Licensure

Licensed as a physical therapist by the Maryland Board of Physical Therapy Examiners–Number
11190

Employment History - Managerial experience

CARE REHAB, INC., Baltimore, MD (1986-1992)
Assistant Director for Clinical Affairs

Montebello Rehabilitation Hospital, Baltimore MD (1992-1995)
Special Project Assignment (July-September, 1995)
Director of Occupational and Physical Therapy Services and Coordinator of Outpatient
Therapy Services (1992-1995)

Greater Baltimore Medical Center, Baltimore, MD (1995-2003)
Director, Neurophysiology, Respiratory/Pulmonary, and Rehab Services (1998-
2003)
Director, Rehab Services (1995-1998)

University of Maryland, School of Medicine, Department of Physical Therapy,
Baltimore, MD (2001-2002)
Coordinator, Post-Professional Doctor of Physical Therapy Program

Consultant, Healthcare Management, Research, and Business, Baltimore, MD (2003-2004)

Kernan Orthopaedics and Rehabilitation, Baltimore, MD (2004 to July, 2007)
Patient Therapy Manager, Outpatient Services

University of Maryland, School of Medicine, Department of Physical Therapy and rehabilitation
Science, Baltimore MD (July 2007 to present)
Assistant Professor and Director of Post-Professional Programs

Professional Society Membership

American Physical Therapy Association (Education and Health Policy Administration Sections;
Academic Administrators Special Interest Group)
Phi Kappa Phi, life member

Honors

Phi Kappa Phi

Local and National Service

Health Policy and Administration Journal, Health Policy and Administration section of the
American Physical Therapy Association–peer reviewer, 2006 to present
Academic Business World International Conference–manuscript reviewer, 2007

Teaching Service

University of Phoenix, Maryland campuses (2000-present):

Practitioner Faculty (2000-present); courses taught:

COM/515: Managerial Communications (10 times)

COM/525: Managerial Communications and Ethics (4 times)

LDR/515: Organizational Leadership and Change Management (4 times)

MGT/330: Management Theory, Practice, and Application (1 time)

MGT/331: Organizational Behavior (1 time)

MGT/449: Quality Management and Productivity (6 times)

MGT/480: Business Research Application (3 times)

MGT/591: Seminar in Management (1 time)

SYS/540: Systems Thinking and Performance Measurement (4 times)

MBA/530: Human Capital Development (3 times)

Plus 4 directed study (independent) students in several of these courses

Area Chair, graduate management programs (2003-2004); mentored multiple faculty in
preparation for courses and assessed quality

Lead Faculty, graduate management programs (2005-2006); mentored multiple faculty in
preparation for courses and assessed quality

University Research Chair (for Human Resources Management) (2007); mentor faculty through
online newsgroup to stimulate scholarship activities

University of Maryland, School of Medicine, Department of Physical Therapy and Rehabilitation
Science, Baltimore, MD (2001-present)

Member, Post-Professional Doctor of Physical Therapy Program Advisory Committee (2003-
present)

Assistant Professor, part time (2001-June, 2007): activities:

Courses taught:

DPTP541: Introduction to the post-professional doctor of physical therapy program (2 times)

DPTP 542: Essentials of clinical management for physical therapists (5 times)

Formally mentored 14 students on capstone projects in DScPT Program

Provided guidance for many students beginning the final project phase of the DScPT Program

Guest lecturer, entry-level DPT program (“Landing your first job” for Professional Issues 3)

Towson University, Towson, MD (Spring, 2004) Part-Time Faculty: IDHP 600 (Transitions: Health Professionals in a Changing Environment)

University of Maryland Baltimore County, Baltimore, MD (2005-2007):

Internship Faculty, undergraduate program in Health Policy and Administration

Assistant Professor, full time (July 2007-present): activities:

Director of Post-Professional Doctor of Physical Therapy Programs

Entry-level DPT program: block leader for Professional Issues 1, 2, & 3

Strategic Planning Steering Committee - member

Post-Professional Advisory Committee Chair for DScPT Program

Courses taught:

DPTP541: Introduction to the post-professional doctor of physical therapy program (August 2007)

DPTP 542: Essentials of clinical management for physical therapists (October/November 2007)

DPTP 566A: Final project proposal for DScPT Program (beginning September 2007)

DPTP 566: Final project for DScPT Program (beginning September 2007)

Publications

Dissertation: Glickman, L. B. (1999). *Characteristics of integrated delivery systems: An analysis of staff perceptions*. Walden University, Minneapolis, Minnesota.

Non-peer reviewed journal articles

1. **Glickman, L. B.** (1993). Brave new world, *Physical Therapy Magazine*, 1(4), 63-67.
2. **Glickman, L. B.** (1995). Survival strategies for the rehab manager looking toward the twenty-first century, *The Resource*, 27(1), 6-7.
3. **Glickman, L. B.** (1995). The challenge of reengineering—A rehabilitation manager’s view, *The Resource*, Fall, 6-7.
4. **Glickman, L. B.** (1995). Group process in developing a clinical specialist position, *Physical Therapy Magazine*, 3(3), 52-59.
5. **Glickman, L. B.** (1996). Using CQI to improve transfer training for staff, *Physical Therapy Magazine*, 4(4), 84-87.
6. **Glickman, L. B.** (1996). Implementing the revised RVU billing system for Maryland hospital physical therapy services, Maryland Hospital Association, (unpublished manuscript).
7. **Glickman, L. B.** (1997). Creating a staff competency program, *The Resource*, 27(4), 8-10.
8. **Glickman, L. B.** (1997). An analysis of managed care organizations, Part 1, *The Resource*, 27(5), 8-11.
9. **Glickman, L. B.** (1998). An analysis of managed care organizations, Part 2, *The Resource*, 28(1), 1, 4-8.

10. **Glickman, L .B.** (1998). An analysis of managed care organizations, Part 3, *The Resource*, 28(2), 10-15.
11. **Glickman, L. B.** (1998). An analysis of managed care: Survival strategies for rehabilitation services providers, *The Resource*, 28(3), 1, 4-7.

Proffered Presentations

Invited Presentations

- Glickman, L. B. (2007, May). Leadership, change and people management, and continuous quality improvement: A practical approach to a paradigm shift in healthcare (platform presentation, Academic Business World International Conference, Nashville, TENN).
- Glickman, L. B. (2008, February). Landing a job: Essentials for success at any point in your career (program presentation, APTA-CSM, Nashville, TENN).
- Glickman, L. B. (2008, February). Post-professional DPT programs: A case study on web-enhanced education from a business perspective (program presentation, (platform presentation, APTA-CSM, Nashville, TENN).
- Glickman, L. B. (2008, June). Change management and integrating evidence into practice (program presentation, APTA-Annual Conference, San Antonio, Texas).

Poster presentations

- Glickman, L. B., & Pedini, C. (2004, February). Patient self report of functional status and quality of life before and after total knee arthroplasty (poster presentation, APTA-CSM, Boston, MA).
- Glickman, L. B (2007, February). Amputee Support Education Resource Team (ASERT): A model for collaboration between physical therapists and individuals with amputations (poster presentation, APTA-CSM, Boston, MA).
- Glickman, L. B (2007, February). Evidence-based practice (EBP): Implementation in the clinical setting (poster presentation, APTA-CSM, Boston, MA).

Non-Proffered Presentations

- Glickman, L. B. (2006, March). Landing a job (lecture for UMES PT students).
- Glickman, L. B. (2006, May). Landing a job (lecture for UMB PT students).
- Glickman, L. B. (2007, May). Landing a job (lecture for UMB PT students).
- Glickman, L.B. (2007, September 27) Integrating evidence into practice (continuing education course for Shore Health System).
- Glickman, L.B. (2007, October 20). Writing: Keys to success (Keynote address for Writing Center Seminar, UMB).