

CURRICULUM VITAE

Current employment position:

Clinical Assistant Professor, Howard University Department of Physical Therapy

EDUCATION

Liberty University (Lynchburg, VA)	2023-Present
Doctor of Education in Curriculum and Instruction: Educational Psychology Cognate	
University of Maryland, Eastern Shore (Princess Anne, MD)	2005-2008
Doctor of Physical Therapy	
University of Maryland, College Park (College Park, MD)	2000-2003
Bachelor of Science in Kinesiology	

LICENSURE

Physical Therapy Licensure

- Washington, DC #PT871*** 2011-Present
- Maryland #22*** 2008-2023

EXPERIENCE-Academic

Howard University, Washington, DC

- **Clinical Assistant Professor, Department of Physical Therapy** 2021-Present
 - Courses created & teaching:
 - Introduction to Clinical Kinesiology for Health Science Majors (undergraduate)
 - Courses teaching
 - Advanced Anatomy (graduate)
 - Clinical Kinesiology (graduate)
 - Introduction to Musculoskeletal Care (graduate)
 - Advanced Musculoskeletal Care (graduate)
 - Introduction to Therapeutic Exercise (graduate)
 - Introduction to Physical Therapy (undergraduate)
 - Advisement
 - Roberts, K. *Osseointegration in Lower Limb Amputations: An Effective Alternative or a Risky Procedure?* Howard University Capstone Paper and Presentation. August 2023
 - Shaw, K. & Teagle, D. *The Effectiveness of Hyperbaric Oxygen Treatment in Alleviating Inflammatory Responses on Soft Tissue Injury.* Howard University Capstone Paper and Presentation. August 2023
 - McNair, S. (2024). Conservative versus surgical treatment for thoracic outlet syndrome: A systematic review.
- **Director of Clinical Education, Department of Physical Therapy** 2022-Present
 - Develop and monitor the clinical education component of the curriculum. Facilitate quality learning experiences for students during clinical education. Evaluate students' performance to determine their ability to integrate didactic and clinical learning experiences and to progress within the curriculum. Select clinical learning environments that demonstrate characteristics of sound patient/client management, ethical and professional behavior, and currency with physical therapy practice. Provide documented records and assessment of the clinical education component

(includes clinical education sites, clinical educators, etc), and actively engage core faculty in clinical education planning, implementation, and assessment.

- **Admissions Chair, Department of Physical Therapy** 2023-Present
 - Manage the admissions process from inquiry to integration. Develop and implement program admission criteria, policies, and procedures. Oversee all admissions events. Collaborate with the admissions committee to evaluate and vote on incoming cohorts.
- **Academic Excellence Committee, College of Nursing and Allied Health Sciences** 2024-Present
 - Intraprofessional collaboration to oversee mission alignment, strategic planning, policy and procedure, and resources needed to ensure stakeholder needs within departmental programs.
- **Faculty Senate, College of Nursing and Allied Health Sciences** 2025-Present
 - Community Relations, Student & Alumni Affairs Committee.

EXPERIENCE-Clinical

Movement-X, Washington, D.C.

- **Physical Therapist**, 2021-Present
 - Responsibilities: Evaluate, plan, and administer evidence-based physical therapy interventions for general orthopedic, sport, and postoperative patients. Utilize independent judgment and advanced rehabilitation programming for patient care, leading to a continuous stream of direct referrals from esteemed orthopedic surgeons, primary care physicians, and community running groups. Assist with initiating a Team-Based structure in Washington, DC, emphasizing a self-sustaining structure around patient-centered care, administration, and community service.

NovaCare Rehabilitation, Washington, DC

- **Center Manager**, 2016-2021
 - Responsibilities: Manage nine full-time physical therapists and supervise patient service specialists, physical therapy aides, and volunteers. Responsible for hiring all clinical and support staff. Leader in employee retention. Exceeded company budget goals for three consecutive years, generating new referral sources. Expanded direct access to referral sources within the community. Provide clinical decision-making for developing pertinent action plans including, but not limited to, mixed marketing portfolio, quality assurance, and internal policy-making.
- **Senior Physical Therapist**, 2008-2021
 - Responsibilities: Evaluate, plan, and administer evidence-based physical therapy interventions for general orthopedic, sport, and postoperative patients. Evaluate and administer evidence-based physical therapy interventions for professional sports organizations, including Washington Spirit and National Basketball Associations Referee pool. Utilize independent judgment and advanced rehabilitation programming for patient care, leading to a continuous stream of direct referrals from esteemed orthopedic surgeons, primary care physicians, and community running groups. Development of a return-to-running analysis program with DorsaVi wearable sensors and video feedback systems. Coordinated mentorship programs for newly hired clinicians and students with clinical affiliations. Advanced in-service clinical instruction of physical therapy students.
- **Site Coordinator of Clinical Instruction**, 2010-2021
 - Responsibilities: Assign physical therapy students to clinical instructors. Onboarded and completed student affiliation program, including clinic guidelines, training, objectives, and in-service projects. Coordination with regional CCCE regarding student placement planning for the upcoming academic year.

CONTINUING EDUCATION

Education-related Professional Development

Doctor of Education in Curriculum and Instruction, Educational Psychology Cognate

Lynchburg, VA (Online Coursework)

a. Advanced Learning Theory & Research	Spring 2023
b. Theories of Historical & Philosophical Foundations	
c. Issues & Trends in Curriculum & Instruction	Fall 2023
d. Curriculum Theory	
e. Theories & Research in Developmental Psychology	Summer 2023
f. Investigations in Curriculum Change	January 2024
g. Research in Curriculum Design & Development	
h. Advanced Educational Psychology	Summer 2024
i. Survey of Educational Research	Fall 2024
j. Motivation and Cognition in Learning	
k. Applied Research	Spring 2025
l. Literature Review for Applied Research	
m. Applied Research Concepts & Methodology	Summer 2025

Mid-Atlantic Consortium of Physical Therapy Clinical Education Summer Workshop

Virtual

2025

- a. Navigating Student Accommodations in the Clinic: How SCCEs and CIs Can Support, Protect, and Stay Legally Informed

CAPTE PT Self-study Workshop (in-person)

Alexandria, VA

2025

- a. CAPTE's expectations for select 2024 standards and required elements

APTA Education Leadership Conference

Kansas City, MO

2025

- a. Improving Student Retention and Success Through Better Grading Practices
- b. Innovative Learning: Embedding MAL Principles in DPT Education
- c. Shift & Share: An Example of Innovative Pedagogy to Promote Engaging and Transformative Learning
- d. Foresight-Driven Curriculum Design: Anticipating Future Trends in Physical Therapy
- e. Fixing the Support Gap: A Radical Rethink of PT Learner Success using the Learner Success Model
- f. Revolutionizing DPT Orientation: Bootcamp for Educational Excellence

Oakland, CA

2024

Philadelphia, PA

2023

- a. PRECON: Education Research: How to Begin Your Journey (Mini-GAMER)
- b. (UN)grading: Rethinking assessment practices in PT Education to create master adaptive learners
- c. No student left behind: An innovative approach to raising NPTE first-time pass rates
- d. Beyond DEI: Cultivating belonging in physical therapy education.
- e. Make a space for ALL: Equity-focused teaching and assessment strategies for diverse learners
- f. Excellence in clinical education- Translating classroom teaching and learning techniques into the clinic
- g. Integrated clinical education: Collaborative, evidence-based methods to promote active student learning and clinical site development
- h. The Oxford Debate: Postgraduate residencies- Mandatory versus NOT mandatory
- i. Exploring the lived experiences of Black female physical therapy faculty in the United States

FSBPT Item Writers Workshop for Educators

January 2022

APTA New Faculty Workshop.

July 2022

APTA Clinical Instructor Education and Credentialing Program.

October 2010

Practitioner-Related Professional Development

American Heart Association

Basic Life Support for Healthcare Providers. Certification Renewal.

2023

ABPTS Board Certified Specialist

Orthopedic Certified Specialist (re-certification)

2022

Orthopedic Certified Specialist

2012

APTA Combined Section Meeting

Houston, TX

2025

- a. Awareness, Attitude, Action, and Accountability: Leadership in the Face of Anti-DEI Laws and Legislation
- b. Chaperone Use in Pelvic Physical Therapy: The Current Status and Where to Go From Here?
- c. Policing to Pedagogy: Incorporating the Use of AI to Enhance the Student Learning Experience
- d. Biomechanics Matters 3.0: Focus on Movement
- e. Building Trust Through Transparency: Open Book Finance in Physical Therapy
- f. Navigating the Publishing Process: Tips and Strategies for Successful Manuscript Preparation

San Diego, CA

2023

- a. A blueprint for teaching and learning clinical reasoning: Implementation from the classroom to the clinic.
- b. Mindset shift: Moving psychological readiness for sport from research to clinical practice.
- c. Embrace your inner imposter: Overcoming imposter syndrome through courageous practice of vulnerability.
- d. Current concepts in the treatment of tendon pathology.
- e. Successful outcomes for improving diversity, equity, and inclusion in physical therapy: A five-pillar approach.
- f. Holistic admissions: From interviews to infrastructure. A panel discussion on implementation, successes, and challenges.

Washington, DC

2019

- a. Clinical practice guideline: Management following a concussive event.
- b. Welcome to the resistance: Prescriptive resistance training for runners
- c. Incorporating positive psychology into musculoskeletal pain management.
- d. Lessons from business ownership and coaching business owners.
- e. Clinical instructor versus residency mentor: What's the difference?
- f. Sports medicine secrets: Ankle and foot strength, mobility, and coordination deficits
- g. Clinical application of running biomechanics: How to put research into practice
- h. Creating a boutique experience in your clinic: A win for patients and therapists
- i. Building athletes for life: What's the model?
- j. Back in the game: Treating youth athletes with low back pain

American Academy of Manipulative Therapy: Dry Needling

2022

DN-1: Dry Needling for Craniofacial, Cervicothoracic, & Upper Extremity Conditions: An Evidence-Based Approach (with subsequent certificate exam passed). January 2022

DN-2: Dry Needling for Lumbopelvic & Lower Extremity Conditions: An Evidence-Based Approach (with subsequent certificate exam passed). February 2022

Trigger Point Dry Needling Level 1-3 (with subsequent certificate exam passed). February 2017

American Academy of Manipulative Therapy

2018

SMT-1: High-Velocity Low-Amplitude Thrust Manipulation of Cervical, Thoracic, Lumbar, & SI Joint (with subsequent certificate exam passed). July 2018

Running Medicine

2009-2018

Road Runners Club of America Coaching Certification Program. June 2018
Advanced Treatment of the Lower Quarter Applied to Runners. November 2017
University of Virginia Running Medicine Conference. March 2016
When the Feet Hit the Ground...Everything Changes. December 2009

<u>Orthopedic Rehabilitation</u>	2010-2022
Wilk Advanced Knee & Shoulder Course. January 2022	
Working with LGBTQ Patients in Healthcare Settings. December 2020	
Instrumented Assisted Soft Tissue Mobilization. November 2016	
Clinical Applications of Therapeutic Taping: An Evidence-Based Approach. October 2016	
Certified Dynamic Movement Assessment, Level 1-3. March 2014	
Evaluation & Treatment of the Complex Shoulder. May 2013	
Assessment & Treatment of Somatic Dysfunctions of the Thoracic Spine & Cage. March 2013	
Evidence-Based Treatment of the Elbow/Manual Techniques. December 2010	
What They Don't Teach You in Physical Therapy School. December 2010	

PUBLICATIONS

In development: **S. Altema**. What is the Prevalence of Microaggressions in Physical Therapy Education? A Quantitative Analysis.

Altema, S. (2024, March). Partnering for success: A scaffolded approach to inclusive experiences in clinical education [Abstract Publication]. National Society of Allied Health Annual Conference and Meeting. Washington, D. C.

PRESENTATIONS

Poster Presentation: **Altema S**, Reicherter EA. *Easy Steps to Course Design: Starting with the End*. Accepted as a poster presentation at the virtual Instructional Design Professionals Conference, October 21 - 22, 2025.

Poster Presentation: **S. Altema**. “*Partnering for Success: A Scaffolded Approach to Inclusive Experiences in Clinical Education.*” National of Allied Health Conference and Meeting, March 2024. Abstract published in proceedings. <https://online.fliphtml5.com/euczl/yqod/>

Micro-learning Presentation. E. Reicherter & **S. Altema**. “Use of Instructional Scaffolds to Support the Post-COVID Student.” American Physical Therapy Association Educational Leadership Conference. Oakland, CA. October 2024.

Platform Presentation: **S. Altema & E. Reicherter**. “*Partnering for Success: A Scaffolded Approach to Inclusive Experiences in Clinical Education.*” American Physical Therapy Association (APTA) MD/DC Symposium. Columbia, MD. September 2023.

Panel Presentation. **S. Altema** and others. “Leadership in Physical Therapy.” National Association of Black Physical Therapists Annual Conference. Virtual. June 2021

INVITED PRESENTATIONS

S. Altema. HOSA-Future Health Professionals Mid-Winter Leadership Conference speaker. APTA PT Moves Me, Ambassador. February 2024.

S. Altema. American Physical Therapy Association Fit for Practice Initiative. February 2024.

S. Altema. Black Girl Pre-Health Collective Annual Health Professional Panel. November 2024.

S. Altema. Black Girl Pre-Health Collective Annual Health Professional Panel. April 2025.

S. Altema. Howard University Institution of Research and Assessment: Student Learning Outcomes Panel. Invited for October 2025.

PROFESSIONAL

Professional Responsibilities

Education Committee Member: American Physical Therapy Association, DC	2024-Present
Executive Board Member: Comprehensive Medical Mentoring Program	2020-Present
Faculty Senate: Community Relations, Student & Alumni Affairs Committee	2025-2027
Committee Member: College of Nursing and Allied Health, Strategic Plan Committee	2025-Present

TEACHING HISTORY

Howard University, Washington, DC

- **Clinical Assistant Professor, Department of Physical Therapy** 2021-Present
 - Fall 2025
 - PHTH 700: Advanced Anatomy
 - PHTH 711: Introduction to Musculoskeletal Care (revised course)
 - Spring 2025
 - PHTH 701: Clinical Kinesiology (revised course)
 - HESC 104: Introduction to Kinesiology (undergraduate)
 - Fall 2024
 - PHTH 700: Advanced Human Anatomy, Lab Assistant
 - PHTH 743: Clinical Specialty Internship
 - PHTH 744: Capstone
 - HESC 104: Introduction to Kinesiology (undergraduate)
 - Spring 2024
 - PHTH 732: Physical Therapy in Special Populations (Mental Health module)
 - HESC 104: Introduction to Kinesiology (undergraduate; created course)
 - HESC 220: Introduction to Physical Therapy (undergraduate; co-instructor)
 - Fall 2023
 - PHTH 743: Clinical Specialty Internship (revised course)
 - HESC 220: Introduction to Physical Therapy (undergraduate; co-instructor)
 - Capstone
 - Summer 2023
 - PHTH 720: Introductory Clinical Internship
 - PHTH 741 and 742: Advanced Clinical Internship I & II (revised course)
 - Spring 2023
 - PHTH 711: Introduction to Musculoskeletal System (co-instructor)
 - PHTH 713: Introduction to Therapeutic Exercise (revised course, co-instructor)
 - Fall 2022
 - PHTH 701: Clinical Kinesiology (primary instructor; revised course)
 - PHTH 723: Advanced Study of the Musculoskeletal System (co-instructor)
 - Summer 2022
 - Advanced Clinical Internship I & II (co-instructor)
 - Spring 2022
 - PHTH 711: Introduction to Musculoskeletal System (co-instructor)
 - PHTH 731: Integrative Clinical Issues (Electrotherapy module)
 - PHTH 713: Introduction to Therapeutic Exercise (co-instructor)
 - Fall 2021
 - PHTH 701: Clinical Kinesiology (co-instructor)

- PHTH 723: Advanced Study of the Musculoskeletal System (co-instructor)

HONORS AND AWARDS

S. Altema. APTA District of Columbia Senora Simpson Service Award. October 2023.

S. Altema. Howard University Certificate of Leadership. April 2024.

SERVICE

History of Committees Served

Advising

Pre-Physical Therapy Chapter, Howard University

Faculty Advisor: Serve, guide, mentor, advise, and provide opportunities for peer support for all students interested in PT.

Committees

American Physical Therapy Association, Education Committee

Promote advocacy, service, and dissemination of information to members and the public. Assist and organize the educational agenda for the fiscal year. Recruit guest speakers to provide evidence-based work to members and local professionals. January 2024-Present.

Academic Excellence Committee

Intraprofessional collaboration to oversee mission alignment, strategic planning, policy and procedure, and resources needed to ensure stakeholder needs within departmental programs. March 2024-2025.

Faculty Senate

Community Relations, Student & Alumni Affairs: College of Nursing and Allied Health Sciences representative. September 2025-Present

Strategic Plan Committee

College of Nursing and Allied Health Sciences representative. November 2025-Present

Physical Rehab Exposure Program (PREP)

Co-Founder: Developing member of pipeline program for minorities in high schools within Washington, DC. Developing member of year-long academic and in-service curriculum for pipeline program. Assist with recruiting volunteers and mentors for the pipeline program. Guest speaker for local high school students for the advancement of minorities in physical therapy. Mentor for pre-physical therapy students. January 2021-Present.

American Physical Therapy Association, PT Moves Me

Chapter Ambassador: Raise awareness of the physical therapy profession and assist with diversifying the student applicant pool. Implementation of student recruitment and through local pipeline programming. Collaborate with local ambassadors for community engagement and education. January 2022-Present.

Comprehensive Medical Mentorship Program (CMMP)

Executive Board Member: Engage in policy-making, long-range planning, and coordination of CMMP activities for students, volunteers, and the general community. Transcribe all board meetings. April 2020-Present.

Community Service

Martha's Table

Volunteer: Food Service

Towson University Pre-PT Program

Guest speaker: Discussed the profession, application process, and Howard University Department of Physical Therapy program specifics.

Howard University Pre-PT Program

Panelist: Discussed the profession, application process, and Howard University Department of Physical Therapy program specifics.

Black Girl Pre-Health Collective: George Washington University

Guest panelist: Discussed the profession, minority representation in allied health, application, and admissions process for physical therapy.

Howard University PT Program Fall Screen

Organizer: Facilitated student-run fall screens for community members at local churches and community centers. Facilitated training and logistical planning for students and volunteers. March 2025-Present.

Professional References are available upon request.