

## Program Performance Review

Department of Kinesiology

Chair's Response to Dean's Summary and Recommendations

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### General Comments

On behalf of the Department of Kinesiology, I would like to once again thank all the people involved in the Program Performance Review for the B.Sc. and M.Sc. in Kinesiology. Despite the workload associated with the process, the department recognizes its value and is committed to using the process to continue to improve the experience of our students. I specifically would like to thank the roles of former chair, Steve Walk, and current Vice-chair, Daniela Rubin, in the process. Their contributions were fundamental. As highlighted throughout the process, the department made explicit efforts to engage with the PPR. There was a lot of skepticism the college and university would act on the key issues raised. While I am hopeful, it is very important for our faculty to feel these concerns will be taken seriously and, to the extent possible, addressed.

Overall, we agree with the comments and recommendations listed on the Dean's Summary and Recommendations document. However, the issues of staffing and workload/resources associated with the size of the programs offered by the Department of Kinesiology (extensively highlighted in the self-study, external reviewer report (ERR), and on our response to the ERR) received minimal attention. I hope to have the opportunity to further discuss these issues in the Culmination Meeting.

### Commendations

The department is very proud of the work that were described in the self-study. We feel we contribute significantly to the college's and university's mission and goals. The department also recognizes the work here is not complete.

Although the MS AT was not a specific focus of this PPR, it is worth noting here that we plan to focus on increasing the number and quality of clinical sites, increase the number qualified faculty and clinical placement supervisor to be able to expand the MS AT program.

The department recognizes the benefits of serving a large number of students and is generally open to cautiously increase enrollment if appropriate resources are offered to mitigate the increased workload associated with a large number of students and faculty. Associated with the large number of students, the issue of advising and effective curriculum management will continue to be an issue and the department plans to continue to work on these issues. We have started the process of revising course caps to ensure appropriate pedagogy is possible while also creating opportunities for our students to meet their own timeline for graduation.

As the university "turns outward", our centers are also gearing up to reach further into our surrounding community. Our growing number of students increases the number of students interested in the work of our centers that need to be resourced appropriately to meet the needs of our students and community. Here, staff will soon become a bottleneck preventing increased numbers/activities.

Similarly, the research our faculty produces is increases and process like hiring research assistants and processing purchases/travel is staff dependent.

We completed the first full assessment cycle recently. The department identified areas of improvement to our plan. Addressing these gaps in the assessment will compete for time with other key priorities of the department. Resources, particularly time, would contribute greatly.

#### Recommendations

We agree with all recommendations. The department has started to move on some of these ideas already.

The department is slowly working to address our equity gaps. This is clearly an area that deserves attention. Recently, the department approved a plan to attempt to increase the diversity of the faculty and expose our students to people of color who excelled in our area. Currently, we are looking for funding for this program. Supported by the college, we have started conversations about targeted advising and its potential to aid in reducing achievement gaps.

There have been some positive signs for our M.Sc. in Kinesiology. Our application and enrollment numbers have slightly increase from the previous years. This Fall our department retreat has focused on the issues of our graduate program, including enrollment. The faculty agreed on a target enrollment number, we developed a plan to increase support for our graduate students through teaching associate positions, and we plan to review and streamline the admissions process and requirements. These and other measures will ensure a healthy student body to sustain our M.Sc. in Kinesiology. Additional ideas are being discussed to minimize the workload inequities observed in our M.Sc. in Kinesiology.

#### Workload/resources

As mentioned in the self-study, the department recognizes there are benefits to having a large number of majors and a large FTES. We also recognize that the department is allotted instructional funds to meet the need to offer the classes to accommodate the number of majors and FTES. The department faculty however repeatedly highlights that managing the large volume of students and faculty requires additional resources. Processing more paperwork for students/faculty takes up more time from our staff that is left with little to time to develop their skills/be trained or to create efficiencies in the department processes. The chair of the department, who plays a key role in many of these processes is also overwhelmed, preventing the chair from engaging in substantial conversations about program/faculty development and student success. The department is happy to be a partner in achieving college and university goals, particularly as they related to enrollment, but we hope to have a conversation about the types of resources the university and college are willing to offer to help us do that in a way that doesn't burnout our faculty and staff.

Again, I would like to thank all who were part of this process and I make myself available to further conversation about any part of the PPR. Thank you.