

Program Performance Review: Culmination Meeting Memo Kinesiology BS & MS program

The 2022-2023 Program Performance Review (PPR) process for the Kinesiology BS and MS programs in the College of Health and Human Development (HHD) concluded with a culmination meeting on March 15, 2024.

The following people attended the meeting: Amir Dabirian (Provost), Merri Lynn Casem (AVP for Undergraduate Studies and GE, AVPUSGE), Elaine Frey (AVP for Graduate Studies, AVPGS), Kate Bono (Interim Dean, HDD), Joao Barros (Department Chair), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost congratulated the department for completing the PPR process and commended the programs for being the premium kinesiology programs in the region. The following specific accomplishments were highlighted during the PPR process:

- The Department offers multiple opportunities for students to engage in high-impact practices such as service learning, working with clients, and through collaborations with the Centers.
- The Department has a strong reputation for preparing students for professional careers.
- Students report high satisfaction levels and appreciate the flexibility and care provided by faculty and advising staff.
- The advising system is a model for other academic departments, with high student satisfaction and efficient faculty leadership that manages large advising loads.
- Department leadership and faculty are collegial and contribute to a productive yet non-competitive working environment.
- The Department is committed to revising and aligning its mission, vision, and core program objectives with the university's goals.
- The assessment practice is thoughtful and provides a clear structure to those involved.
- The Department serves many students and continues to expand, as seen with the recent addition of a master's program in Athletic Training.

Major recommendations and issues raised through the PPR process were discussed as follows:

1. Enrollment:

- All parties involved in the PPR process recognized that there is significant demand for the programs, which is reflected in the enrollment growth experienced by the department. Kinesiology is currently the main source of students for HHD.
- The Chair reported that faculty are concerned about the size of the BS program, as more students require more instructors and more support. How to find enough quality lecturers and how to sufficiently resource the department to support the enrollment growth are some of the challenges that accompany the growth. Faculty desire clear formula or explanations for how increased enrollment connects with increased resource support.
- The Provost acknowledged the need and reported that he is currently engaged in conversations with all colleges experiencing enrollment growth challenges. He will work with the Dean to determine how to appropriately allocate resources to kinesiology.
- The Dean concurred and reported that the college is examining the different needs of different departments to determine optimal resource allocation.

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- The AVPGS stated that the MS program has healthy student demand as well, as reflected in the application numbers. The Chair reported that the MS program is managed very well by the graduate advisor, and has the target of enrolling 35 new students per year.
2. Class size:
- The enrollment growth poses challenges to class size determination. The Chair stated that the department undergraduate committee is looking into this issue to see how to offer more classes with higher cap to meet student demand.
 - The Chair reported that one obstacle to offering bigger classes (e.g. double sections) is the lack of classroom space.
 - o The Provost shared the business class example, where students alternate in-person and online attendance, with TAs supporting the zoom sessions, Canvas questions, and grading.
 - o The Chair stated that a similar strategy is being piloted for the MS program, though it is not supported by all faculty.
 - The Dean pointed out that faculty need to see clear evidence for the benefit of larger class size. Explanations on how such practices can help reduce workload and allow for more reassigned time would be very helpful.
3. Curriculum:
- The external reviewers recommended the department to continue making curricular and pedagogical changes to grow and improve the quality of programs, including the planned streamlining of concentrations, revising the Kinesiology MS, and identifying opportunities to enhance the undergraduate experience.
 - The Chair shared that the current department process to create concentrations is not ideal, since it tends to prioritize faculty interest, but does not fully consider the time and resource needed to ensure the overall concentration success. The department is engaged in discussions regarding how to assess the sustainability of concentration proposals.
 - o The SAVPIEP recommended the department to consider certificates instead of concentrations. The Chair acknowledged it as a viable option and reported that there is interest among faculty to do so.
 - The AVPAP inquired about the amount of scaffolding in the BS curriculum and expressed the concern that it “seems flat”. The Chair acknowledged the concern and reported that the current curriculum operates at 3 levels: foundation courses – core courses – electives. He would like to first address the concentration issue discussed above, and then work on increasing core course offerings while proportionally limiting the number of electives.
 - o The Dean commented that the Chair is very thoughtful about being intentional of program offerings and making things systematic in the department, an approach appreciated by the faculty as well.
 - The AVPGS shared similar concerns that the MS program has only a few core courses but a lot of electives. She recommended the program to consider what the “value added” is for the MS degree, which should be used to guide graduate course development.
 - o The Chair concurred and reported that the department is prioritizing the MS curriculum discussion this year. Topics under discussion including the prioritization of graduate course offerings despite sabbatical or leave, and the

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capping of three 400-level courses for graduate students to push them to take more 500-level courses.

- The Chair stated that the end goal is to create 2 tracks for the MS program – one with comprehensive exam and the other with thesis. The comp exam track can help ensure course offerings.
- The SAVPIEP recommended the department to clearly differentiate the BS and MS programs so that their student learning outcomes and associate assessment are sufficiently different.

4. Staffing challenge:

- The external reviewers recommended the department to ensure appropriate staffing to support department functions. This challenge was echoed by the department and the college.
- The Chair advocated for faculty reassigned time, as significant time is needed to accomplish some of the tasks identified in the PPR process.
 - The Provost acknowledged the need and stated that he is examining this issue campuswide.
- The Chair stated that the facilities manager hire is an example of this challenge. The position is a 50/50 (manager/lecturer) split with a 3-4 year turnover time frame.
 - The provost recommended the department to work with Athletics to see if synergy could be created to share the work. This position could be the bridge that helps identify responsibility overlap and increase efficiency. One way to start this collaboration is to have someone from Athletics serve on the hiring committee.

5. Space and facility challenges:

- The Chair and the Dean voiced the need for more space as the KHS building is at capacity.
 - The Provost shared that he is looking at space issues holistically across the colleges, and will consider using temporary space if needed to accommodate growing space needs.
- The Chair brought up additional space and facility concerns, including the second floor weight room safety and space appropriateness, the lack of pool slots for classes, the lack of lighting on the tennis courts, and the potential use of the area behind the pool for basketball lessons.
 - The Provost asked the department to submit requests of these items through the Dean's office so that the university can address as soon as possible.

The Dean commended the department for its contribution to the university and the community and expressed commitment to the success of Kinesiology. The Provost concluded the meeting by thanking the Chair for his leadership.