Academic Program Review Action Plan
Department of Kinesiology and Health
September 15, 2017

1. Status of Action Items from Prior Review

PRIOR REVIEW: Our action plan from November 2008 was based on a review period covering FY2005-FY2007. Eight specific actions were proposed through the 2012-2013 academic year. Three were specifically related to faculty positions, with recommendations to:

- Replace existing faculty vacancies in Sport Administration and Sports Medicine
- Replace faculty vacancies due to retirement or departure
- Add six new faculty positions, three tenure-track and three clinical

Three proposals related to space, including the addition of research space in exercise science and sports medicine, office space for graduate students and part-time instructors, and instructional space for exercise science and health and physical education, including field, court gym, and exercise space.

Finally, two proposals related to additional academic programs: BS in Sport Administration and PhD concentrations in Psychology of Physical Activity, Health and Physical Education, and Sports Administration.

STATUS: Twelve members of the full-time faculty in 2008 are still in place. Four vacancies were filled within the department. One member of the faculty moved to the Dean’s office. Two clinical positions were added, and one vacant line remains unfilled. In summary, the faculty total changed from 20 to 21 (a 5% increase), while student enrollment grew from 652 to 1,077 (a 65% increase).

Modest additions in space have been assigned to the department, including four faculty/staff offices (in a space exchange with Athletics) and an Exercise Science teaching laboratory. Temporary space continues to be used in Kell Hall for faculty research in exercise science but will soon be lost. PTI and GTA/GRA office space has not been added. Instructional space for HPE, including field, gym, and exercise space has not been added.

PhD concentrations in Physical Education Teacher Education, Sport Administration, and Exercise Psychology have been added, though the latter remains at one faculty member. A BIS in Sport Administration has been added. The MS program in Sports Medicine is being discontinued.

2. Major Findings in Current Review

1. Multiple factors, including an extended period of growth in student enrollment and credit hour production, limitations on research laboratory space, and excessive faculty load directed toward advising and academic coordination, have hampered the development of consistent external funding. Some research areas have never had research laboratory space, some have existed for years only in temporary space, and other areas have had to share research space with instructional activities on an ongoing basis.
2. The undergraduate program, while large, maintains quality and diversity, and the faculty have a strong student focus. Additional undergraduate degree options in Sport Administration and HPE are positive steps, but bring increased demands on faculty, staff, and resources. Course availability remains a persistent problem due to limited resources and space.

3. Master’s programs are strong and growing. The MS in Sport Administration is highly subscribed, and the MAT in HPE (post-BS teaching certification option) has filled an important market niche and is growing dramatically. Continued doctoral program growth will be limited by external funding and access to research laboratories, which are often shared instructional space. The department should explore creative solutions to expand and fund doctoral programs.

3. Action Steps for the Coming Cycle

1a. Manage undergraduate enrollment
   Fall 2017 implementation of enrollment cap and application process to undergraduate exercise science will improve student quality and make enrollment controlled and predictable. Implementation of the BIS in Sport Administration and BSE concentration in Sport Coaching will mitigate department losses resulting from BS Exercise Science enrollment management and will capitalize on growing areas.

1b. Pilot, evaluate, and implement a three-part strategy to address our abilities to create new proposals for external funding and then see those proposals through to success:
   I) Hire discipline-specific consultants to advise individuals or collaborating groups on the best mechanisms and agencies to target for grant proposals. These will not be standard "grant-writing workshop" professionals; instead, we will seek individuals within KH-specific disciplines who have demonstrated success obtaining funding from multiple agencies. We will move beyond emailed lists of RFPs to one-on-one help with specific award types, study sections, review cycles, and parallel submissions.
   II) Hire grant-writing consultants to assist individuals with revisions of federal grant proposals. These will be professional grant-writing experts who will interpret reviewer comments and develop strategies to obtain funding with the first revision of major proposals.
   III) Arrange for targeted internal semester-long course releases or summer support for faculty members writing multiple external grant proposals. These will include specific deliverables throughout the semester and will result in multiple large-scale submissions. These steps will be executed in a resource-neutral model, using combinations of department and college funds.

1c. Space for research and teaching labs
   Utilize vacant space in the Sports Arena (or other university-identified space) for exercise psychology research lab, thermoregulation research lab, and hybrid service learning/research fitness facility.
2a. Add early communication and experiences to enable students to progress through their academic programs and to their careers
Implement undergraduate induction activities to include early exposure to student organizations within disciplines, career opportunities, and undergraduate research. Consistently integrate career awareness throughout undergraduate experience, both within courses and through student organizations.

2b. Increase Academic Involvement and Signature Experiences for Underrepresented Students
Identify high-achieving underrepresented students in courses such as KH 3550 Statistics and Evaluation in Exercise Science and KH 3650 Physiology of Exercise. Students who are able to apply, analyze, and evaluate information in their courses will be given opportunities to participate in "Research Signature Experiences." Outstanding students from underrepresented groups with research interest will be offered student memberships in relevant professional societies and newly established scholarships to support their studies and research, as well as mentorship opportunities. Faculty members will submit names of respected leaders in a variety of KH fields located in the metro-Atlanta area. These names will be used to compile a list of diverse mentors that students may reach out to as they prepare for future careers. Improved efforts to increase the diversity of the faculty will facilitate this goal.

3a. Expand doctoral programs to additional disciplines
Implement a PhD concentration for current Doctor of Physical Therapy students, and pursue a federal training grant targeted toward the growth of underrepresented researchers in allied health care. Explore relationships with the J. Mack Robinson College of Business and Andrew Young School of Policy Studies for potential cognate areas within the Sport Administration concentration. Explore expansion or flexibility in elective and cognate offerings, coursework plans with Physical Therapy, Public Health, Gerontology, Nutrition, or Coaching.

3b. Add space for GRA GTA offices, office hours
Utilize vacant space in Sports Arena (or other university-identified space) for graduate student offices and shared office hour space outside of research space, biomechanics teaching lab, and additional classroom/seminar space.

Approval:

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