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COMMITTEE ON ACADEMIC PLANNING AND REVIEW

14-15 CAPR 11  
Thursday, January 15, 2015

**TO:** The Academic Senate

**FROM:** The Committee on Academic Planning Review (CAPR)

**SUBJECT:** 14-15 CAPR 11: CAPR Report [Kinesiology's 2013-2014 Five-year Program Review](#)

**PURPOSE:** For Action by the Academic Senate

**ACTION REQUESTED:** Acceptance of the Five-Year Program Review of the Department of Kinesiology; it is recommended that the program continue without modification. The date of the next five-year review will be 2018-2019.

**BACKGROUND:**

At CAPR's meeting on April 3, 2014, Kinesiology Department Chair Dr. Penny McCullagh, attended to discuss their academic program.

Dr. McCullagh gave an overview of the department's program for the years **2008-2013**. Dr. McCullagh indicated that over the course of the past five years the department has made major changes within the department's curriculum. The change in the field of Kinesiology in the past five years has forced the department to modernize their curriculum, their allocation of space, and to obtain funding for the purchasing of modern equipment currently used in their field of research. The department has introduced a few programs that were designed to increase student retention rates within the program (i.e. Get Fit, Stay Fit and the Kinesiology Research Group). Athletics is no longer partnered with Kinesiology.

The department chose to hire an outside Chair that will start in Fall 2014. This will hopefully reenergize the department, and this person may have the opportunity to work with administration with a fresh new perspective. However, as noted by the department, this does not alleviate the problem that there are relatively few advisors that serve almost seven hundred students. This is counterproductive to the success of the department. Students need guidance early on in the program to ensure that students meet the requirements needed to obtain their degree in a timely fashion, as well as help guide students toward the next step in their career, following their graduation from the program. This is very important for Kinesiology students, as most of their students are transfer students, who are unfamiliar with CSUEB and the Department of Kinesiology system. It is suggested an aggressive and productive meeting between the Dean, the Provost and the

new Chair be scheduled to help resolve this issue before too many students become mired in academic problems that will affect their academic success.

The department notes in its self-study that many of its troubles are beyond their control. It is imperative to remember that CSUEB is a teaching institution first and a research institution second, but there are opportunities for excellent research to be done within the department. Kinesiology is a discipline in which there are not any graduate programs offered in the State of California. Thus, any Kinesiology-based research is extremely valuable to a student majoring in Kinesiology. If the rate of student enrollment into the Kinesiology Program continues to grow, within a year or two, this department will be impacted. The administration should use available resources to aid faculty in obtaining external funding (i.e. funds for reduced course load for writing grants or working with DCIE to offer classes that can increase revenue, such as moving some courses on-line).

The space that the department of Kinesiology uses as its Kinesiology Research Laboratory is a large space, but needs to be better organized. Funds should be acquired and used to enhance the teaching and learning experience for both faculty and students alike. Dr. Terry Rizzo, the outside reviewer, noted that much of the space in the Department is underutilized. This includes utilizing the racquetball court to further supply much needed research space. Due to the A2E2 funds, the Department of Kinesiology has begun to obtain state of the art equipment needed for academic research. Since the department has over 700 students in the program, it is necessary to have modern, state of the art, equipment in which top quality research can be performed.

The Kinesiology Research Group, started by two Kinesiology faculty members this past Academic year (13-14). The program, which currently has over 30 undergraduate and graduate students, is designed to promote Kinesiology research and strengthen service to the surrounding community. Additionally, in the same time period, the department started their 'Get Fit to Stay Fit' Program. This program, which is available to students, faculty and staff, teamed personal student trainers with individuals to aid in choosing healthier lifestyles, while providing fitness assessment for each person. A full time lecturer heads the program, which was funded by the Presidential LEEP Program.

To better prepare students for a future in the physical therapeutics, the department has changed the Pre-Physical Therapy Option to the Therapeutic Studies, in light of the fact that few students actually move onto become a physical therapist. The department has also advanced diversity with the degree options available to students. This includes the Social Justice Option and the Physical Activities Studies Option for students who wish to pursue novel and individualized degrees in the area of Kinesiology. The Department has seen success with these remaining options: Exercise, Nutrition and Wellness and Physical Education Teaching. The department is now starting to implement several on-line courses that will help to expand the department's curriculum. This is an important point as there are currently only 10 tenured/tenure-track faculty (nine faculty during the period of this review) on staff, for approximately 700 undergraduates and graduate students.

The SLOs and ILOs are in line with the university's overall mission. This includes graduating students that can critically think, have excellent communication skills and the ability to take information they have learned and utilize it to solve complex, real-life problems, and who are able to use their knowledge across several disciplines within Kinesiology and become leaders not only within the discipline, but in the community at large.

### **Overview of Documents submitted to CAPR:**

The Department of Kinesiology submitted a dossier of their five-year review for the years 2008-2013. The Department of Kinesiology currently has ten tenure-track/tenured faculty with the hiring of a new Chair of the Department, with two-faculty currently in FERP. There are 21 part-time instructors and 2.5 FTE (Full-Time Equivalent) staff that make-up the Department.

At present, Dr. Paul Carpenter is the new Chair of the Department, following Dr. Penny McCullagh. Currently, the Department of Kinesiology offers five options under its Bachelor of Science degree in Kinesiology: Option in Exercise, Nutrition and Wellness; Physical Activities; Physical Education Training; Social Justice; and Therapeutic Studies. All Kinesiology programs are well under the Chancellor's Office request in which all undergraduate programs be under 180 academic units. The department also offers a Master of Science Degree in Kinesiology.

During the 2012-2013 academic year there were 653 undergraduate students and 23 graduate students. The department awarded a total of 96 degrees (89 undergraduate and seven graduate degrees at the end of the 2012-2013 academic year, which was a 58% increase in the amount of undergraduate degrees awarded since 2009.

### ***The Department***

The department has incorporated a well-detailed assessment plan in regards to both diversity and the ability to conform to departmental SLOs. The Department is very multi-cultural with regards to ethnicity, increasing the number of Hispanic students over the past five-year period. These numbers have contributed to CSUEB being named as a Hispanic Teaching Institution. Currently, there are more males in the Department than females. More outreach to high school students could help to bring balance, as many female students may not know the opportunities afforded them in Kinesiology. Overall, the department has seen a 66% increase in overall enrollment from 2009 to 2013. The FTES of tenured-track faculty has remained fairly consistent over the five-year period ranging from 125-150 but there has been a dramatic increase in the amount of lecture-taught FTES with an average level of 350 for the past three years. This reflects significant growth in the department. As enrollment is expected to increase in the coming years, there is a serious need to increase tenure-track positions very quickly or the program will get to the point where the department could become impacted. To further support this fact, many of the lower division activity courses are taught by graduate students. Fortunately, the student-to-faculty ratio is currently 25 for tenured faculty and 15 for

lectures and these levels have remained consistent over the past five-year period.

Because the numbers of students have nearly doubled over the five-year period, students have to extend their intended graduation date, as they cannot register for required courses due to amount of students enrolled in the course. Many courses have over 30-40 students on the course waiting lists. This inhibits students from graduating in a timely fashion. Over the five-year period the department lost one tenure-track faculty to a declined tenure and two more to enrollment in FERP. This puts additional strain on an already faculty strained department. Though the department administration is not in favor of program impaction at this time, they might have to revisit this issue if faculty hires do not meet the demands of student enrollment.

The discipline of Kinesiology should not be mistaken for Athletics, as Kinesiology is research-based discipline, which is now reflected in the Department splitting from Athletics. Several new hires in the past ten years have increased the number of publications, external funding and internal funding that reflect the emphasis on academic enhancement, and scholarship which is becoming the norm within the department.

### **Overview of Documents Submitted to CAPR**

The Department of Kinesiology provided a report representing the entirety of their degree programs, including a detailed self-study, which included a summary of their programmatic assessment strategies and data, their five-year plan, the external reviewer's report, program response to external reviewer's report, a self-assessment section within the review and six appendices, including the Curriculum Vitae's of all tenured-track faculty. The documents include the expected content for five-year review documentation as specified by the Academic Program Review Procedures. CAPR notes that a summary of the previous five-year review is included in the department self-study.

### ***The Curriculum***

Since its last five-year review, the department has revised and significantly grown their academic programs. The departmental revisions include the elimination of an undergraduate option entitled - Pre-Athletic Training - due to the fact that the department was not deemed an accredited program. Students cannot become certified Athletic Trainers unless they attend graduate school and the remaining options in the department would allow them to do so. This revision effectively makes the Pre-Athletic Training Option superfluous. Additionally, a second option - Pre-Physical Therapy - was renamed as Therapeutic Studies due to the fact that only a few students actually move on to physical therapy school. Eliminating the "Pre-" prefix better represents the student interest within this option.

Two options have been added to the department: Social Justice and Physical Activity Studies. The Social Justice Option allows students who are interested in sport and social justice to have a stronger area of concentrated courses, while the Physical Activity Studies Option allows students to pursue a wider range of topics within the Kinesiology

program. The graduate program is being modified and active recruitment into the graduate program has been ongoing. The department has taken an active approach toward increasing their on-line course curriculum. This is possible because the Department offers General Education courses across diverse topics in the Humanities, Social Science and Sciences.

### ***Program's Five-Year Review Self-Study***

The Department of Kinesiology provided a detailed self-study. The self-study provides thorough descriptions of the changes that have been developed during the five-year review period and implemented since the last five-year review period, including notable achievements of the department and areas of need. It should be noted that the Department of Kinesiology five-year proposal was extremely well written, and detailed with excellent presentation of past and present data. The previous five-year review (2003-2008) had little to no assessment, but the assessment contained in this five-year review was excellent.

### **CAPR ANALYSIS OF THE PROGRAM'S FIVE YEAR REVIEW:**

#### ***Assessment of Student Learning:***

The Department of Kinesiology Mission Statement is in line with other departments within the College of Education and Allied Studies. The department provides a relatively clear description of its mission in terms of educational purpose and goals with regards to students enrolled in the major. Their objective is to increase scholarly study in such diverse topics as sports, exercise, biomechanical, physiological and psychological studies. The goal is to get students to think at an advanced level. Their mission is very much in line with the mission of the university, which is to provide an academically rich learning experience that prepares students to realize their goals, to pursue meaningful work and to contribute to the community. The department wants to ensure that their graduate program will graduate students that will be competitive and successful in the next step of their academic journey, be it private, industrial, academic work or onto a terminal degree program. However, it is the opinion of CAPR that the department strengthen their mission statement. For example, adding a vision statement which is a tangible result of your mission. Including a sentence or two describing a compelling and detailed visualization of the successful outcome that can be achieved by a degree from the program would suffice.

The best way to understand how successful the department is at realizing their mission statement is to have a system of self-assessment. The Department of Kinesiology clearly outlined their SLOs and ILOs and includes six areas that the department feels are required for students to be successful in Kinesiology. SLO/ILOs include: Content Knowledge, Professional Application, Critical Thinking, Communication Skills, Professional and Ethics and a Commitment to Life-Long Physical Activity. At the graduate level the SLO/ILOs include Cross-Disciplinary Knowledge, Problem Solving, Critical Thinking, Communication Skills and Leadership Roles. The department

identifies several areas of self-assessment at both the program and course levels. At the program level the department used an on-line questionnaire survey, which was completed in the fall of 2010 and 2011. The survey collected results and analyzed the data using a quantitative Likert-Scale. Students responded and rated various behaviors, attitudes and/or cognitions related to the Department's SLOs.

This type of survey instrument is an excellent way of assessing the feelings of the students toward their educational program. However, this should be an on-going effort for the department and not only at selective times. There did not appear to be evidence of any assessment for the 2012 or 2013 terms using this survey. Though focus groups for each option were stated as a method to assess the programs ensured success, data from the focus groups was not evident. It would benefit the department to pursue these types of surveys in the future. The department has accomplished very good course-mapping, which identifies the programs SLOs and is informative in that it provides the requisite information for students to understand the path they need to take to complete their program and earn their degree.

The most informative self-assessment data came from the department's use of the Association of American Colleges and Universities' (AACU) Critical Thinking Value Rubric Data, which was comprised from ten student 'Blog' assignments from the upper division KIN 3350 core course ("Introduction to Sport and Exercise Psychology"; Appendix A). From the five-year review, four assignments represented the (Pre) Physical Therapy Option, three assignments represented the Exercise, Nutrition, and Wellness Option, two assignments represented the Physical Education Teaching Option, and one assignment represented the Pre-Athletic Therapy Option. Using several statistical analyses over the conditions tested, the department has demonstrated that students in their senior year demonstrated significantly greater critical thinking skills relative to the "Explanation of issues", as compared to the other factors of critical thinking (i.e., "Evidence", "Influence of Context and Assumptions", "Student's Position", and, "Conclusions and Related outcomes").

Chair Carpenter addressed the weaknesses of this assessment with CAPR in that there was a post-test, but not a pre-test for incoming majors. The Chair stated that most of the majors come in as transfer students and not as freshman. However, it would be nice to see development of SLOs from the point of transfer to the time in which the students graduate. Overall, relative to the previous five-year review of the department, Kinesiology has made great strides in the self-assessment of their program.

CAPR would recommend continued use of the AACU rubric and to continue to implement program review by students, which is believed to be a good assessment as to how strong the program is based on if the students are satisfied with their level of education. It is also urged that the department implement self-assessment of their graduate program.

***Resources:***

The Kinesiology Department is both running out of space and has underutilized space. CAPR agrees with the outside reviewer, Dr. Terry Rizzo of CSU San Bernardino that the program could benefit from some of his recommendations. The Kinesiology Laboratory has a large space in which it serves a majority of functions including acting as a Kinesiology research laboratory, a computer lab, and a teaching facility. The department runs up to 18 laboratories in this room per week. The room is vastly underutilized and with some investment by the university, this facility could be turned into one of the most productive facilities on campus. Many of the computers should be relocated to a separate room, except for ones utilized for research and teaching. Space is hard to come by, but many other facilities that are not well utilized can be renovated for such purposes (i.e. the racquet ball courts). Should the department have plans for dividers in this large space, it will be a welcome change in utilizing such a large room.

The department offers a "Get Fit, to Stay Fit" program, which helps students, staff and faculty to stay healthy. Space could be afforded in the upper hallway of the gymnasium could help to fulfill the program needs, as suggested by Dr. Rizzo. Students are now working with faculty on a variety of research and creative efforts in the *Kinesiology Research Group (KRG)*. The Department of Kinesiology has purchased several modern pieces of equipment that will increase the academic research by the department. This will help educate students pursuing careers in Kinesiology and increase the professional development of many faculty members in the department.

Finally, there are facilities within the Department that are in major need of repair. For example, the men and women's faculty and student locker rooms are in need of repair and renovation and should be one of the main priorities for future renovations. Lockers and showerheads are broken and the ceiling has large areas of water damage.

### **CAPR RECOMMENDATIONS FOR CONTINUATION OF THE PROGRAM:**

CAPR recommends for continuation of the Program without modification. However, CAPR does have several recommendations. Recommendations for the department include working with the Provost's office on addressing faculty, staffing and facility resources. Allocation for faculty hires needs to provide an adequate breadth of courses, advising, and allow for the ability to meet the demands of the several options within the major and be in line with the rate of increased student enrollment into the program.

Though the Administration does not take FERPing faculty into account when determining new hires, it should consider avoiding a problem before the problem happens, a case of preventative medicine. Additionally, the department and the University should sit down and discuss the use of the shared facility by Kinesiology and Athletics, so that the Kinesiology Department programs are not weakened by the constant use by Athletics, as was indicated within the five-year review. Athletics is an important part of the university, but its success should not be at the expense of scholarly research within the Department of Kinesiology.

In addition, it is recommended the department continues its assessment work and include

mapping and assessing SLOs and ILOs of the graduate program. Finally, CAPR feels the department should strengthen its mission statement to define scholarly study and include academic outcomes that can be achieved with a degree in Kinesiology with specifics tied to the goals and outcomes of the program. Overall, the department has done a fine job in this five-year review.

***Date of the Program's Next Five-Year Review:*** AY 2018-2019