

Department of Dietetics and Human Nutrition (DHN) 2015 Implementation Plan Report

Recommendations:

1. Solidify Chair position as permanent appointment.

This recommendation is complete as the Chair has been providing leadership since July 1, 2013 with a six year commitment.

2. To allow more time for successful extramural support, provide budget flexibility associated with salary savings, encourage junior faculty support for promotion and tenure, encourage mid-level faculty to seek promotion, and provide funding for graduate students, additional faculty are needed (the suggestion was 2 FTE instruction, one FTE research and one FTE Extension).

Assessment method: A hiring plan was recommended that included the hiring of a twelve-month Lecturer by 8/15/14; an Extension Associate by 1/15/15 and a tenure track Assistant Professor by 7/1/15.

Results: A 9-month Lecturer position was converted to a twelve-month Lecturer effective July 1, 2015. An Assistant Professor position was announced. An offer and counter-offer was not accepted and the position has been reopened with a position start date of August 1, 2016.

Analysis of results and reflection: The twelve-month Lecturer will be responsible for the Dietetic Internship and Coordinated Program in Dietetics Supervised Practice Program that continues from January through the summer months. The Assistant Professor offer was appropriate but a position for their spouse could not be realized. DHN Faculty is networking to find an innovative person to increase our research agenda.

Ongoing improvement actions: With the largest number of owned instruction hours and the highest faculty to student ratio, CAFE will need to invest in additional personnel resources to allow faculty and staff to continue FIRST (Focus, Innovation, Respect, Success, Teamwork)-rate academic, research and outreach community endeavors, collaborations and student opportunities.

3. Review and update graduate program, including course offerings.

Assessment method: Approval of new graduate courses and revision of existing graduate courses, including new core requirements.

Results: The new graduate program name of Nutrition and Food Systems and new course offerings were approved by the Senate Council in May 2015. Two new

courses are being taught in Fall 2015 and one course has been revamped and was piloted in Spring 2015.

Analysis of results and reflection: The Department began accepting students into our new program with a start date of Fall 2015. Past students who complete a nine-hour block of the new courses will be eligible to graduate with the new name, no matter when they started the program.

Ongoing improvement actions: DHN will continue to offer FIRST-rate educational academic and experiential learning activities for our graduate students. This recommendation is complete.

4. Department needs to come to consensus on the direction of the research enterprise.

This recommendation is complete. Faculty members are dedicated to finding innovative solutions to real-world problems addressing the state of Kentucky, our nation at large, and beyond. The long-term goal is to reduce the risks of obesity and chronic diseases and to contribute to evidence-based best practices in the profession of dietetics and human nutrition. Examples of funding that meet this goal include DHN faculty partnering with the School for Human Environmental Sciences to secure a \$1.8 million Centers for Disease Control Grant - Collaborative Environment Approaches to Reduce Obesity Disparities in Kentucky; an \$800,000 National Coordination Center for Regional Nutrition Education Centers of Excellence; Social media research monies within the USDA Supplemental Nutrition Assistance Program Education; and \$2.5 million USDA Rural Child Poverty Nutrition Center. DHN faculty brought in \$1,625,157.00 and will continue to communicate and collaborate on research opportunities.

5. DHN should use technology to communicate with FCS Agents for updates, discussion of consumer trends, and informational needs.

Assessment method: DHN faculty continues to use technology to improve communications with CES Agents, with a focus on FCS Agents, throughout the state.

Results: DHN faculty uses technology to disseminate education materials in the form of web sites, publications, and distance learning programming. Twenty-one distance learning workshops were offered this year. This was also the year of conference calls, especially as related to collaborating Kentucky counties. Ten Extension publications were published online for FCS Extension Agent and clientele use.

Analysis of results and reflection: With 120 counties and a five hour drive to the furthest county, it is imperative we use technology to transmit research-based and up-to-date information to all agents.

Ongoing improvement actions: Distance learning workshops and training workshops will continue to be offered to FCS Extension Agents.

6. Some older Extension materials need to be more professional looking and content updated; could use undergraduate students, graduate students, and FCS Agents to support this work.

Assessment method: Faculty members are responsible for determining if their publications need updating or a new look.

Results: If publications are determined to need updating or a new look, faculty revise as needed, in a timely fashion using the HES Publication Review Guidelines. Seven Extension publications were updated during the past year.

Analysis of results and reflection: Nutrition education is an ever changing landscape and it is up to us to keep Extension FCS Agents and clientele abreast of those changes.

Ongoing improvement actions: This is an ongoing improvement action by faculty.

7. With College input, need to develop a plan to repair/upgrade ageing facilities and replace critical pieces of equipment.

Assessment method: Foods laboratories, Lemon Tree Café, BodPod Research Laboratory, graduate student space, and NIH/NIFA space for grant activities need continual upgrades to provide best practice student learning outcomes and quality research and scholarly activities.

Results: CAFE administration was informed of future plans for repair and upgrade and given permission to use excess state funds to assist in this endeavor.

Analysis of results and reflection: 207 Funkhouser laboratory was gutted and renovated to provide future foods laboratory (DHN 304 Experimental Foods, Campus Kitchens at UK), community outreach food training space (Extension, Food Connection), and classroom space for student and faculty educational and research needs.

Ongoing improvement actions: An open line of communication will be maintained to keep facilities and equipment operational for student and faculty educational and research needs. This recommendation is complete.

8. Promote a team environment by empowering positive leadership from mid-level and junior faculty and students, practice open communication, and develop a policy to provide a student-oriented and collegial environment.

Assessment method: Monthly faculty conversations, professional development opportunities, and open door policy for students and faculty will promote a positive team environment that meets our FIRST core values.

Results: All faculty members participated in at least two professional opportunities, attending professional conferences, learning workshops, or webinars this year. Core values of FIRST will drive a student-oriented environment.

Analysis of results and reflection: High expectations for faculty and students have set the stage for open communication and trust. Strong leadership and opportunities for meaningful professional development for both faculty and students continue to allow for more internal and external partnerships.

Ongoing improvement actions: FIRST core values continue to direct our student- and faculty-centered efforts.

9. Enhance program management and advising activities and opportunities through collaborative efforts of faculty and the newly hired Academic Coordinator. The Academic Coordinator and DUS will be responsible for implementing enrollment management efforts, pending UK approval. Student advising and retention of high quality students will be improved through new advising materials, web site enhancement, and a lower student to advisor load.

Assessment method: Student advising and retention of high quality students will be improved through new advising materials, web site enhancement, and a lower student to advisor load.

Results: A Senate-approved DHN enrollment management plan was implemented Fall 2014 and we continue to monitor the effectiveness of the program. Students are now considered pre-dietetics or pre-human nutrition until core course-work has been completed with a minimum 2.8 GPA before becoming a major in the department.

Analysis of results and reflection: More time is needed to evaluate the effectiveness of enrollment management efforts.

Ongoing improvement actions: The Academic Coordinator and Director of Undergraduate Studies will be responsible for collecting data for further evaluation.

10. Assess and develop a strategy of instruction and course work that will reflect progressive student competencies/learning outcomes.

Assessment method: DHN faculty will discuss and strategize to constantly improve and enhance student competencies/learning outcomes at the undergraduate and graduate level.

Results: DHN 318 Hunger, Food and the Environment and DHN 374 Research and Writing in Dietetics were developed and approved by the Senate Council and ACEND to reflect additional student competencies/learning outcomes. The new graduate program Nutrition and Food Systems was developed and approved by the Senate Council and implemented Fall 2015.

Ongoing improvement actions: DHN will continue to enrich student learning outcomes in education and research through new opportunities. The Curriculum Committee and Graduate Faculty will continue to evaluate curriculum needs and opportunities.

Additional Internal Recommendations as of October 2015

New Recommendations:

1. Develop Hunger initiatives, complete with a Community Outreach Director within DHN, including a Hunger minor, a UK Campus Kitchens chapter and a new foods laboratory space.

Assessment method: To meet the interest in foods systems of our students, especially as it relates to hunger issues, DHN will explore opportunities for enhanced student learning experiences/outcomes.

Results: The new Director of Community Outreach and select faculty have been in conversation across the university to develop a Campus Kitchens at UK, SSTOP Hunger. We have sent students to the Universities Fighting World Hunger and the Food Waste and Hunger Summit, as well as foods related education abroad to Ghana. A proposed Hunger and Food Security minor is pending Senate Council approval. The new laboratory facility is complete, but is awaiting furniture and smallwares. The USDA Multicultural Scholars Grant was resubmitted.

Analysis of results and reflections: The student-oriented Hunger and Food Security minor and laboratory will cut across university disciplines and increase participation of students in hunger-related issues.

Ongoing improvement actions: DHN faculty is committed to bringing a Hunger and Food Security minor to the University with collaborative partners across disciplines.

2. Develop a long range fundraising plan for increasing scholarship and foods laboratory remodel monies.

Assessment method: Raising funds for special DHN projects has become a real need.

Results: The chair met with a CAFE Advancement officer to determine a development plan for the future. A DHN advisory committee is reading **Asking** by Jerold Panas and will develop a course of action based on development plan.

Analysis of results and reflections: DHN will follow Advancement Office advice on best methods to raise funds needed for remodel and provide training to those involved.

Ongoing improvement actions: The DHN faculty is committed to bringing in funding for scholarship and hunger related student learning opportunities.

3. Update all of DHN Website for better marketing of degrees and activities.

Assessment method: Better visibility of DHN faculty accolades and activities can occur through social media, including an improved and enhanced web site.

Results: The Community Outreach Director and select faculty have updated and added exciting photos to reflect our FIRST core values and improve and enhance the visibility of DHN. More interest in undergraduate and graduate degrees has resulted from these upgrades.

Analysis of results and reflections: A new CAFE web platform allowed the development of a more maneuverable and exciting methodology in presenting academic, research and outreach/Extension opportunities and activities on DHN's web site.

Ongoing improvement actions: The DHN faculty is committed to improving our visibility as a FIRST-rate department through social media, including an improved and enhanced web site.