

**PROGRAM REVIEW IMPLEMENTATION PLAN  
PROGRESS REPORT  
Family Sciences  
2019 - 2020**

**Recommendation 1.** The review committee recommends that explicit delineation of roles and authority of the HES School director in terms of the Family Science department is required and needs to be communicated effectively to everyone in the department and school.

**Assessment method:** n/a

**Results:** Issue resolved in 2018 after meeting with Dean Cox.

**Analysis of results and reflection:** Dean Cox clarified “chain of command” such that department chair reports directly to the Dean. A committee established to evaluate the School of HES and its connection to the department completed its assessment and an implementation committee adopted recommendations from the report that clarified the working relationship between FAM and the College.

**Ongoing improvement actions:** n/a.

**Recommendation 2.** The department should work with the college development office to create and implement an aggressive plan for building donor connectedness and support. The underlying message should be that the department is carrying the field of Family and Consumer Sciences (FCS) forward in innovative ways.

**Assessment method:** update progress in IP report.

**Results:** Dr. Werner-Wilson has met with Pamela Gray, Elizabeth Vaughn, and Tressa Neal to discuss philanthropy efforts. The department hosted a retirement reception for Dr. Donna Smith that resulted in the establishment of a scholarship that friends and alums may be inclined to support because of her long-standing support for students and the department. The department hosted an event to celebrate the anniversary of the Family Center as an opportunity to connect with alumni in Fall, 2019.

**Analysis of results and reflection:** we will work with the College Development Office to strengthen ties with alums and contribute to the new UK effort, as appropriate.

**Ongoing improvement actions:** we will work with the College Development Office to strengthen ties with alums and contribute to the new UK effort, as appropriate.

**Recommendation 3.** Dedicate a faculty member to the new Consumer Economics and Personal Finance undergraduate program (CEPF) instead of sharing the person with the Couples and Family Therapy (CFT) program. Investing these resources will give the new program the best chance to succeed.

**Assessment method:** task completed.

**Results:** Bruce Ross was hired as a regular title faculty member and Nichole Huff was hired as an Extension title faculty member in family finance to contribute to the CEPF Program.

**Analysis of results and reflection:** courses and program have been approved.

**Ongoing improvement actions:** Dr. Heath was name as Director of Undergraduate Studies for new major.

**Recommendation 4.** Some of the current resources now being used to support MS students should be redirected to the new CEPF program.

**Assessment method:** tracking all assistantships, as promised in the implementation plan. Assistantships are provided to doctoral students as highest priority. Change in funding for tuition scholarships impacts the number of students that can be supported because more department funds will be required to fund stipend + tuition.

**Results:** fewer students receiving assistantships. Additionally, COVID-19 hiring freeze prevented department from offering any new assistantships so number of students receiving support has decreased.

**Analysis of results and reflection:** graduate student admissions were lower for the 2018-2019 academic year, in part because of ability to provide graduate assistantships.

**Ongoing improvement actions:** faculty need to seek extramural support for graduate students.

**Recommendation 5.** The CFT program should hire another tenure-track faculty member in the next two to three years as the program grows, which will have the added benefit of a better learning environment. Having limited faculty perspectives diminishes the diversity of learning experiences available to students (e.g., getting the same faculty perspective across a number of different courses, limited research opportunities).

**Assessment method:** n/a

**Results:** resources not available to recruit a new CFT faculty members. Resources don't currently exist to search for a new CFT colleague.

**Analysis of results and reflection:** resources not available.

**Ongoing improvement actions:** if resources become available and Dean and Provost approve, we will search for a new CFT colleague.

**Recommendation 6.** There is a lack of racial/ethnic diversity among faculty and recruitment of faculty members from underrepresented groups should be a priority.

**Assessment method:** faculty demographic profiles.

**Results:** Department hired Dr. Yang Hou, a Chinese national, who contributes to the university's compelling interest in diversity. In the recent search for an Extension Title series colleagues, one of the finalists was an African American male. He accepted a position at a different university before we had a chance to make an offer.

**Analysis of results and reflection:** no current faculty vacancies.

**Ongoing improvement actions:** n/a.

**Recommendation 7.** Faculty should teach a balanced slate; both undergraduate and graduate classes. Moreover, the department needs to be planning their approach to replace Donna Smith's leadership among the students with someone who is highly dynamic and student-centered.

**Assessment method:** faculty review and provided feedback about teaching schedule every semester; faculty identified areas of expertise need in developing draft position descriptions.

**Results:** We successfully recruited a colleague to replace Donna Smith's teaching; we've hired an Academic Coordinator who has assumed the advising responsibilities that had been Dr. Smith's. All faculty teach at the graduate and undergraduate level, if possible with DOE responsibilities (i.e., Extension faculty only teach one course per academic year and prefer to prep the same course each year). Faculty receive every department DOE and asked to provide feedback about them so contribute to teaching responsibilities. Faculty have been asked to submit to the department chair courses that they would like to teach; faculty review and provided feedback to teaching schedule every semester,

**Analysis of results and reflection:** satisfactory.

**Ongoing improvement actions:** n/a

---

**Recommendation 8.** Develop and market an identity for the department that everyone can support. For example, link this marketing/identity to employment opportunities for undergraduate students. A task force within the department should be formed with the goal of forming an identity that is not only marketable but can inspire faculty within and across programs to work more collaboratively. This should occur within the next calendar year.

**Assessment method:** n/a

**Results:** FAM faculty voted to change the name of the department so that it would be more inclusive and reflect our diversity of work. This new name would provide opportunities to market and cultivate a sense of identity.

**Analysis of results and reflection:** although we discuss unit identity when identifying areas of expertise for faculty searches, we do not have a formal marketing committee. Areas of department specialty (e.g., new CEPF major graduate program, CFT Program) have reviewed web pages to improve marketing and are identifying other resources to recruit students. Proposal to change department name was tabled by Dean and Associate Deans.

**Ongoing improvement actions:**

**Recommendation 9.** Take advantage of the services offered by the CAFE Director of Career Development and Enrichment. This can occur this academic year. A relationship between this office and Family Sciences faculty and students would benefit the department and send a strong message to students that the department is concerned about their professional development, beyond the degree requirements.

Work with the CAFE Director of Career Development and Enrichment to utilize undergraduate data to determine potential career paths and submit a report of the results annually.

**Assessment method:** inquire about student experience about career fair.

**Results:** The Academic Coordinator has cultivated a stronger relationship between the Department and the College Career Development Center. Amanda Saha, Director, has already attended a faculty meeting to discuss opportunities to work with the College and we are collaborating on a career fair for fall semester.

**Analysis of results and reflection:** we completed an initial attempt at a career fair in 2017, offered a modified career fair in 2018, and are seeking to improve turnout for the 2019 event.

**Ongoing improvement actions:** initiated an event to informally promote faculty-student relations by hosting a beginning of semester lunch for undergraduate majors to facilitate informal mentoring.

**Recommendation 10.** Increase the enrollment within the master's CFT programs to 15-20 paying students per cohort. This would increase the number of students in each course, increasing the viability of the courses taught. Students who were self-funded would also free up other resources (12 x ~\$10K = \$120,000 per year) that could be invested into other programs within the department.

**Assessment method:** completed a review of the CFT Program that included benchmarking information. Report submitted to College.

**Results:** benchmarking information revealed that the recommendation to increase enrollment is inconsistent with accreditation and enrollment at peer institutions.

**Analysis of results and reflection:** not appropriate to increase enrollment in CFT program.

**Ongoing improvement actions:** n/a

**Recommendation 11.** Have one faculty member serve as both the Director of the CFT program and as the Director of the Kentucky Family Center (with course buyout). This configuration would offer greater coordination of the Family Center with the CFT program. **However, if the separation of roles must remain,** then the appearance of nepotism needs

to be addressed in a more transparent manner and in accordance with UK regulations, including HR Policy 19.0, the UK Management Plan, and the Governing Regulations and Administrative Regulations.

**Assessment method:** completed a review of the CFT Program that included benchmarking information for the program and Family Center. Due to the heavy service responsibilities for each role, they are completed by different individuals at peer institutions.

**Results:** faculty voted to continue current administrative structure; responsibilities were clarified.

**Analysis of results and reflection:** ongoing

**Ongoing improvement actions:** n/a

**Recommendation 12.** The existence of the Family Center should be carefully reviewed in terms of its financial viability and whether it is a true benefit to student learning. The department should consider whether community placement would be equally effective, while conserving resources.

The review should include a full self-study report and review committee assessment. The Dean will select the review committee members as is done for periodic program reviews.

**Assessment method:** benchmarking study was completed and submitted to the College.

**Results:** n/a

**Analysis of results and reflection:** ongoing

**Ongoing improvement actions:** n/a

**Recommendation 13.** An alternative option is to deliberately grow the clinic with strategic partnerships within the community. Moreover, the Family Center could serve the department in a number of new ways including increasing opportunities for undergraduate students to intern within the community, thereby exposing them to possible careers.

**Assessment method:** benchmarking study completed and submitted to College.

**Results:** ongoing

**Analysis of results and reflection:** n/a

**Ongoing improvement actions:** n/a

**Recommendation 14.** The committee recommends that consideration be given to rewriting the department's Statement of Evidence to be much more specific about the importance of faculty members engaging in the entire research enterprise (i.e., grantsmanship, implementation, and dissemination).

**Assessment method:** n/a

**Results:** faculty briefly discussed and voted to maintain existing statements.

**Analysis of results and reflection:** n/a

**Ongoing improvement actions:** n/a

**Recommendation 15.** The department should also provide professional development opportunities (e.g., grant writing workshops and grant writing support and consultants) to assist faculty and graduate students in developing and submitting grant proposals.

**Assessment method:** track participation in professional development opportunities; encourage faculty to participate. One faculty member is on sabbatical and his plan includes investigating opportunities for extramural funding.

**Results:** Two faculty participated in College-sponsored grant-writing workshop that was a collaboration between UK and UT. One faculty member emphasized grant-writing professional development in sabbatical that was recently completed.

**Analysis of results and reflection:** n/a

**Ongoing improvement actions:**

**Recommendation 16.** The committee strongly recommends linking graduate student assistantship lines to faculty efforts to seek extramural funds as an incentive to pursue granting opportunities.

Develop and submit annually a report of departmental extramural funding.

Review departmental process for assigning assistantships (i.e., process for deciding who receives the assistantships and how the department will implement the planned reduction in university supported teaching assistantships over the next two years).

**Assessment method:** track graduate assistantships

**Results:** as noted in the approved IP, tuition scholarships are based on student credit hours so we prioritize providing graduate assistants to those faculty who have the heaviest teaching loads.

**Analysis of results and reflection:** there has been a reduction in graduate student enrollment and the number of assistantships provided.

**Ongoing improvement actions:** by providing department-funded graduate assistants to those who generate higher student credit hours will provide incentive to faculty to seek funding for students, which is consistent with this recommendation.

**Recommendation 17.** Move forward with department name change to Family, Consumer, and Developmental Sciences (FCDS).

Submit rationale for name change, including department names at benchmark institutions.

**Assessment method:** n/a

**Results:** faculty reaffirmed commitment to name change; data were submitted to College describing names at peer institutions. Dean and Associate Deans recommended delaying the name change until other implementation items were addressed.

**Analysis of results and reflection:** All of the implementation items have been addressed. Faculty members are eager to move forward with name change.

**Ongoing improvement actions:** n/a

**Recommendation 18.** The environment that promotes the department's fragmented culture and "lack of connectedness and commitment to the common good" must be recognized and addressed.

**Assessment method:** n/a

**Results:** Continue to host a monthly department research seminar that has been coordinated by the Director of Graduate Studies. Discuss departmental issues in faculty meetings so that all faculty are equally informed and have the same opportunity for input. All faculty will have access to input with opportunities to share perspectives and reconcile differences in an environment where individuals share opinions.

**Analysis of results and reflection:** Department name change could provide a rallying point for connectedness by providing an identity that reflects work of all faculty.

**Ongoing improvement actions:**

**Recommendation 19.** There is a "lack of cohesion within the department" that must be addressed..

**Assessment method:** n/a

**Results:** Rule and procedures were modified and approved.

**Analysis of results and reflection:** rules and procedures were approved by faculty, college, and Provost's office..

**Ongoing improvement actions:**

**Recommendation 20.** Conduct a benchmark study assessing the Couples and Family Therapy Program as compared to similar programs at other institutions.

**Assessment method:** benchmark data were submitted to College.

**Results:** n/a

**Analysis of results and reflection:** n/a

**Ongoing improvement actions:** n/a