

**Department of Dietetics and Human Nutrition (DHN)
2013-14 Implementation Plan Report**

Recommendations:

1. Solidify Chair position as a permanent appointment.

Assessment method: Appointment of a permanent chair was discussed by DHN faculty, CAFE administration and interim chair, who agreed upon a permanent six year appointment beginning July 1, 2013.

Results: DHN faculty, CAFE administration, and interim chair agreed upon a permanent six year appointment beginning July 1, 2013. The interim chair became the permanent chair.

Analysis of results and reflection: Having a permanent chair in the Department of Dietetics and Human Nutrition allows for continuity in moving forward to complete the recommendations made during the implementation plan.

Ongoing improvement actions: The chair will continue to provide leadership by empowering faculty to provide innovative student learning experiences, research and scholarly opportunities and Extension programming and outreach, while maximizing resources and collaborative capacity with internal and external stakeholders. This recommendation is complete.

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: 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: No new faculty hires were realized since the implementation plan was written. A temporary professional position was hired to support community student activities, update the DHN webpage, support DHN hunger initiatives, and implement CP/DI electronic record storage.

Analysis of results and reflection: Since a retirement occurred, a senior lecturer was reassigned as Assistant Professor and a Lecturer was hired to replace the Senior Lecturer. No new faculty hires have occurred since the implementation plan was

designed because the new university budget model has not been finalized. CAFE administration needs more information about the new budget model before new hires will be considered in DHN.

Ongoing improvement actions: As soon as the new university budget model is in place, justification for the new hires will be put forth to CAFE administration to implement the recommendations. New deadlines for new hires will be implemented upon administrative recommendations.

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

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

Results: Development of new graduate courses and revision of existing graduate courses were unanimously approved by DHN faculty and the CAFE Curriculum Committee and were sent to the University Senate in April 2014. It was sent in conjunction with the new Department of Retailing, Merchandising and Tourism (RTM) as the Hospitality, Management and Tourism (HMT) major was transferred from DHN. RTM's portion was approved in May 2014. The University Senate lost the DHN portion of the graduate program proposal and although it approved courses, it did not approve the new graduate major. It is in the Senate subcommittee review process presently.

Analysis of results and reflection: The faculty are poised to begin and new graduate students are being recruited for the MS in Nutrition and Food Systems. DHN faculty are still hopeful that the Senate approval will be effective Spring 2015.

Ongoing improvement actions: DHN will continue to offer first-rate educational academic and experiential opportunities for our graduate students. Upon Senate approval, this recommendation is complete.

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

Assessment method: A cohesive research enterprise that satisfies faculty research needs

Results: At several DHN Faculty Conversations, faculty discussed current faculty strengths and future faculty needs. The Department of Dietetics and Human Nutrition addresses community dietary-related issues through undergraduate and graduate education, research, and outreach/Extension. Faculty 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.

Recent funding was awarded through national competitive processes from the Robert Wood Johnson Foundation, National Institute of Environmental Health Sciences, National Institute of Food and Agriculture, United States Department of Agriculture, National Heart, Lung and Blood Institute, Cooperative State Research, Education and Extension, American Livestock Breeds Conservancy, and Centers for Disease Control. A \$2.8 million Centers for Disease Control grant included the expertise of seven DHN faculty. In 2013-14, faculty brought in \$2,890,563 towards nutrition-related projects.

Analysis of results and reflection: DHN has gained distinction with such programs as Food Accessibility; Plate It Up Kentucky Proud; Children, Youth and Families at Risk; Home-based Microprocessors; Superfund Nutrition Outreach; and Behavioral Internet Weight Loss. In addition, DHN has state of the art facilities for educational and research purposes. Foods laboratories, experimental product development laboratory, and the Bod Pod Research laboratory, all contribute to designing effective interventions towards data collection, analysis, and evaluation. DHN success has been accomplished by empowering students, faculty, and clients to reach their full potential in determining their own health through education, research, and outreach/Extension.

Ongoing improvement actions: DHN faculty will continue to communicate and collaborate on research opportunities. This recommendation is complete as DHN now has a clear vision for its research enterprise.

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

Assessment method: An increase in the use of technology to improve communications with CES Agents, with a focus on FCS Agents, throughout the state

Results: DHN faculty use technology to disseminate education materials in the form of web sites, publications, and distance learning programming. Sixteen distance learning workshops were offered since the review. DHN collaborated on two webinars which were available nationally. Two new curriculums, along with several single publications, and one new video were added to the website for agent use.

Analysis of results and reflection: With 120 counties and a five hour drive to the furthest county, it is imperative that 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 with content updated; could use undergraduate students, graduate students, and FCS Agents to support this work.

Assessment method: Hiring of a student to assist in updating publication content.

Results: DHN hired a student to assist in updating publication content.

Analysis of results and reflection: Some publications were updated with new government recommendations and clip art.

Ongoing improvement actions: Student will continue to update publications as needed until an Extension Associate is hired to take over this activity.

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

Assessment method: The upgrading of foods laboratories, Lemon Tree Café, BodPod Research Laboratory, graduate student space, and NIH/NIFA space for grant activities

Results: Aging Dietetics and Human Nutrition facilities need continual upgrades to provide best practice student learning outcomes and quality research and scholarly activities. 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: Future plans are being implemented to meet student and faculty educational and research needs.

Ongoing improvement actions: Although it is an ongoing issue to maintain our educational and research space, the discussion with administration has occurred so 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: The implementation of monthly faculty conversations, professional development opportunities, and open door policy for students and faculty

Results: All faculty participated in at least two professional opportunities to professional conferences or learning workshops or webinars this year. Core values of FIRST are driving a student-oriented environment.

Analysis of results and reflection: High expectations for faculty and students have set the stage for open communication. The environment has changed in the past few years due to strong leadership, expectations, and opportunities for meaningful professional development for both faculty and students.

Ongoing improvement actions: Continue to budget for professional development travel and offer opportunities for open communication. 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 retention figures will be utilized to track improvements in student advising and retention of students

Results: New advising materials, web site enhancement, and a lower student to advisor ratio were implemented. A Senate-approved DHN enrollment management plan was implemented in fall of 2014. Students have begun to transition from pre-dietetics or pre-human nutrition to a major in the department.

Analysis of results and reflection: Although new policies have recently been implemented, 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: Development and use of instructional materials and coursework to reflect student competencies and student learning outcomes.

Results: The Foods laboratory manuals have been piloted; a new GCCR undergraduate research methods course has been approved by the Senate and is being taught this fall (DHN 374) and a new course in hunger-related issues (HES 300) for the spring has been approved by the Senate and is in the course catalog for student enrollment. Although graduate courses for DHN have been approved, the new graduate degree is still in the Senate subcommittee.

Analysis of results and reflection: Students are excited about the new materials for the foods laboratory and the new courses offered as electives in DHN.

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 2014:

- 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: Hiring of a DHN Community Outreach Director; creation of hunger initiatives, Hunger Studies Center, DHN Hunger minor, a UK Campus Kitchens chapter, and a new foods laboratory space.

Results: A Community Outreach Director has been hired and is working with DHN faculty and external partners to organize a Hunger Studies Laboratory. The Hunger Studies Laboratory will be housed in a defunct lab that will be modernized into a new foods laboratory and organized under the direction of the new Community Outreach Director. Currently the Department of Dietetics and Human Nutrition is exploring the expansion of other student-oriented hunger-related issues. A USDA Multicultural Scholars Grant was submitted in September 2014 and a Partners of the Americas Promoting Study Abroad Focusing on Health and Nutrition in October 2014.

Analysis of results and reflection: The student-oriented Hunger Studies Laboratory will cut across university disciplines with the development of a new hunger minor to present to the Senate and increased participation within student organizations concerning hunger-related issues. A new undergraduate course has been approved by the Senate for implementation in spring 2015. Hunger-related issues will be incorporated into current Education Abroad opportunities to Italy (2016) and Ghana

(2015). Grants will be proposed to support travel to Auburn to observe their Hunger Solutions Center and to support undergraduate Multicultural Scholars with activities committed to educating, mobilizing and organizing students, administrators and faculty in the war against hunger. A UK Campus Kitchens chapter will be implemented in November 2014.

Ongoing improvement actions: The mission and vision for the Hunger Studies Laboratory will be presented to faculty in 2015. A new hunger course will be offered in spring 2015 semester and subsequent springs and a new Hunger minor will be submitted to the CAFE Curriculum Committee by March 2015. Finally, hunger-related issues will be incorporated in the Ghana Education Abroad tour for Summer School I.

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

Assessment method: The creation and implementation of a long-range funding plan

Results: The DHN chair has scheduled a meeting in October 2014 with the CAFE Office of Advancement to discuss the best plan of action to raise funds needed to remodel a defunct lab in support of the Hunger Studies Laboratory within DHN, including new foods laboratory space and UK Campus Kitchen.

Analysis of results and reflection: The scheduled meeting has not yet occurred, so no analysis or reflections is possible at this time.

Ongoing improvement actions: DHN will meet with Advancement Office in October 2014 and follow Advancement Office advice on best methods to raise funds needed for remodel. The department will offer a fundraising link to alumni and students via Facebook and the departmental Website by January 2015. The defunct lab will be remodeled by January 2015.

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

Assessment method: The implementation of updates, additions, and changes to the departmental Website

Results: The newly hired Community Outreach Director began to update the DHN Website on September 25, 2014. This process is ongoing.

Analysis of results and reflection: With updates and the addition of photographs to the Website, faculty have gained increased visibility through the improved and enhanced website.

Ongoing improvement actions: Revisions to the Website are ongoing with updates scheduled to be complete in October 2014 and photos and video uploads complete by December 2014. Additional needed pages will be added by May 2015.