

## Department of Family Sciences Program Review Implementation Plan 2014-2015 Annual Report

### Recommendations:

#### Review curriculum offerings for overlap and unnecessary redundancy

**Assessment Method:** Faculty (primarily Curriculum Committee) review.

**Results:** The Department completed a thorough review of all courses since the program review that resulted in renaming courses and changing requirements.

**Analysis of results and reflection:** The review resulted in reducing overlap and redundancy in Family Sciences courses.

**Ongoing Improvement Actions:** The Curriculum Committee continues to monitor and review the Family Sciences curriculum.

#### Consider offering more classes at non-traditional times and in either totally on-line or hybrid format

**Assessment Method:** Chair and Curriculum Committee review.

**Results:** The department introduced several on-line summer courses and scheduled more courses in late afternoon. FAM courses are now offered on both T/TH as well as MWF, and some of the MWF courses are hybrid courses that include on-line components.

**Analysis of results and reflection:** The changes have increased FAM students' ability to successfully enroll in departmental courses at non-traditional times, in on-line courses, or in hybrid courses.

**Ongoing Improvement Actions:** The Chair and Curriculum Committee continue to monitor.

#### Review how students are assessed in classes. Are there sufficient opportunities and variety in assignments for all qualified students to perform well?

**Assessment Method:** Student Learning Outcomes (SLO) process

**Results:** Changes have been made to the collection of SLO artifacts.

**Analysis of results and reflection:** Ongoing evaluation of class assessment is part of the ongoing assessment of learning outcomes adopted by the Department.

**Ongoing Improvement Actions:** SLO reporting will become the responsibility of the DUS and the DGS. We are transitioning to this approach for the 2015-2016 academic year to ensure a seamless change. The chair will continue to monitor the annual SLOs. Student Learning Outcomes will be reviewed annually.

Continue to work to decrease the divide between CFT students and others within the graduate programs.

**Assessment Method:** Faculty review

**Results:** Introduced formal areas of specialization (adolescence, aging, family finance, family process) so that there are areas of concentration for all graduate students.

**Analysis of results and reflection:** The Certified Family Therapist (CFT) Program has historically been a source of strength for the graduate program; it receives the most applications and the accepted students usually have some of the highest GPA and GRE scores. The introduction of formal areas of specialization within the Department ensures that all graduate students have a positive experience.

**Ongoing Improvement Actions:** There will be ongoing evaluation to ensure that areas of specialization match the expertise of faculty.

Establish a common space within the Department for graduate students to interact and have space in which to work.

**Assessment Method:** Faculty review

**Results:** Space has been provided for graduate students in Funkhouser Building. Two adjoining offices were combined and furnished.

**Analysis of results and reflection:** The renovated office space has contributed greatly to the collegial atmosphere among graduate students.

**Ongoing Improvement Actions:** The department will continue to work to ensure that students have adequate space to work.

Clearly define and articulate the role of the School of Human Environmental Sciences in the educational experience of graduate students.

**Assessment Method:** Faculty review

**Results:** An HES governance document is still being developed in the School.

**Analysis of results and reflection:** Since the HES governance document is still in the committee process, analysis is not possible at this time.

**Ongoing Improvement Actions:** An ad hoc committee is moving this forward.

Explore any additional options to fully engage all qualified graduate faculty members in the program.

**Assessment Method:** Ongoing review by DGS and Grad faculty.

**Results:** We have successfully recruited one adjunct from FCS Extension (since resigned from UK), one adjunct from 4-H, two affiliates from the UK Med School, and one affiliate from the UK College of Education.

**Analysis of results and reflection:** The Department fully engages all faculty members in the graduate program. Following an external review of the graduate program, the Dean of the College of Agriculture, Food and Environment (CAFE), Associate Deans of CAFE, and the Dean of the Graduate School recommended that one member of the graduate faculty not teach graduate courses. This individual no longer performs instructional duties.

**Ongoing Improvement Actions:** We will devote ongoing attention to this recommendation as we network across campus.

The Department, in conjunction with the School and the College, should make a concerted effort to build and maintain a research culture in the Department through research seminars, reward structures, recognitions, pilot project funding, Wethington Awards, etc.

**Assessment Method:** Faculty review

**Results:** The department introduced a monthly research seminar; provided release time for faculty to pursue research activities; increased graduate (particularly doctoral student) enrollment; and supported sabbaticals.

**Analysis of results and reflection:** The Department has invested resources in developing a stronger research culture. Although extramural funding remains low, the number of publications per research FTE has increased and is one of the highest in the College.

**Ongoing Improvement Actions:** Ongoing attention to promoting research culture will remain a priority within the department.

Given the current unacceptable level of faculty diversity, faculty search processes and recruitment procedures should be seriously assessed with the goal of both recruiting a diverse pool of qualified applicants and, ultimately, building a diverse faculty.

**Assessment Method:** Faculty database

**Results:** There have been no opportunities to conduct any searches since the Program Review.

**Analysis of results and reflection:** Since there have been no new faculty hires, there can be no analysis of this recommendation.

**Ongoing Improvement Actions:** This recommendation remains a high priority, but there has been no opportunity to hire additional faculty up to this time.

The College of Agriculture, the School of Human Environmental Sciences, and the Department should work together to develop clearly articulated, written Rules of Procedure and regulations for the administration and functioning of the Department within the context of the School of Human Environmental Sciences. Given the unique nature of this structure within the University, special attention should be given to insuring that the resulting documents are consistent with the University's Governing and Administrative Regulations.

**Assessment Method:** Faculty review

**Results:** An HES governance document is being developed in the School.

**Analysis of results and reflection:** Analysis is impossible at this time, since the HES governance document is incomplete.

**Ongoing Improvement Actions:** An ad hoc committee continues to meet to move this forward.

Administrative practices should be brought in-line with the Department's official Rules of Procedure through either rewriting the Rules to reflect current practices or bringing practices in-line with the current Rules.

**Assessment Method:** Faculty review

**Results:** All rules and procedures are followed.

**Analysis of results and reflection:** When the Department deviates from its established rules and procedures; it has done so by formal vote to suspend in faculty meetings. A review of faculty meeting minutes will verify this fact.

**Ongoing Improvement Actions:** The department will continue to devote ongoing attention to this recommendation to ensure that rules and procedures are followed.