Unit Mission

The mission of our department in our education, research, and service is to: promote healthy lifestyles through wise, nutritionally-sound, food choices and regular physical activity; enhance the well being of people through meaningful and enjoyable hospitality and tourism experiences; and expand economic opportunity by generating and sharing knowledge of human nutrition, dietetics, foods, hospitality, and tourism. As full partners in the University of Kentucky and in every Kentucky county we: facilitate lifelong learning, informed by scholarship and research; expand knowledge through creative research and discovery; and serve Kentuckians by sharing and applying knowledge. The Department shall honor, sustain and advance the land-grant heritage and mission.

Unit Objective

<table>
<thead>
<tr>
<th>Related Goals/Metrics</th>
<th>NFS Objective 1.1 Improve student success, with particular attention to attrition and time-to-degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ag Goal 1. Prepare Students for Leadership in an Innovation-Driven Economy and Global Society</td>
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<tr>
<td>NFS Goal 1 Prepare Students for Leadership in an Innovation-Driven Economy and Global Society</td>
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<tr>
<td>Nutrition and Food Science Metric 1.1: Increase the six-year graduation rate to 80 percent.</td>
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<tr>
<td>UK Goal 1. Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society.</td>
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</tbody>
</table>

Related Mission Area

Education

Strategies

Establish an academic staffing model based on evidence-based practices with an optimal mix of teaching assistants and full-time faculty to improve student to faculty ratio. Implement a rigorous and on-going assessment of the effectiveness of programs aimed at improving undergraduate student success in the first two years (when attrition is highest). Expand efforts to monitor student progress toward degree completion and implement a robust set of intervention and support strategies. Use the opportunities provided by the University changes in general education requirements to develop more efficient and effective curriculum and instruction delivery. Increase faculty recognition and rewards for excellence in academic and extracurricular advising.

Assessment Method

To report on the six-year graduation rate, data will be collected from the Report on Performance of First-Year, Full-Time Students – Status of Students Over a 6 Year Reporting Period (http://www.uky.edu/IRPE/students/ret_grad/ret_grad_college0009.pdf) from the UK Office of Institutional Research.

Actual Results

Data Tables
Descriptive Results

Year 1

9.5% of incoming freshmen who declared a major in the department graduated from that major within six years. 14.3% of incoming freshmen who declared a major in the department either graduated from that major, or another in the College of Agriculture, within six years. 38.1% of incoming freshmen who declared a major in the department either graduated from that major, or another at the University of Kentucky, within six years.

Year 2

The 2010-2011 six-year graduation rate for NFS was 28.6%.

Year 3

The 2011-2012 six-year graduation rate for DHN was 33.3%.

Year 4

Year 5
Analysis of Results and Reflection

**Year 1**

Much work needs to be done to increase the department’s six-year graduation rate. To reach this objective by 2014, the six year graduation rate will have to increase by nearly 10.5 percentage points per year.

**Year 2**

The most recent data available are for the 2004 cohort group which showed a substantial increase over the 2003 cohort group data (28.6% compared to 9.5%). Departmental efforts to place good student advising at the forefront and also encourage students to take UK 101, Freshman Orientation, might be factors in the rise in the retention rate. The department needs to focus on assessing what has led to this rise in retention, but also must note that more time is needed in order to determine whether or not this is a trend.

**Year 3**

Data continues to show a slow increase. With the hiring of a Department Advisor for Freshman, we expect better customer service will lead to an increase in retention rate. We continue to encourage students to take UK 101, Freshman Orientation, and connect in Student Association activities.

**Year 4**

**Year 5**

**Improvement Actions**

Good advising throughout the students’ experience in the department may be one of the best ways to increase retention. However, preempting some issues that might lead to attrition can be difficult for advisors because of the number of advisees with which each faculty member must work. Encouraging more freshmen to take UK 101 may help with retention as well.

The faculty will continue to provide students with quality advising and encourage all incoming freshmen to enroll in UK 101. Additionally, the department might find it beneficial to engage in analysis of retention based on enrollment in UK 101. The department might also find it beneficial to continue to seek funding sources for scholarships and department-based recruitment activities.

The faculty and the Department Advisor have implemented a quarterly newsletter to connect students with important academic activities that is sent out via an undergraduate listserv and is available on our bulletin boards. An open door policy initiated by the Interim Chair has also seen an increase in student meetings about academic concerns.
Unit Objective
NFS Objective 1.2 Establish an academic staffing model based on evidence-based practices with an optimal mix of teaching assistants and full-time faculty to improve student to faculty ratio.

Related Goals/Metrics
Ag Goal 1. Prepare Students for Leadership in an Innovation-Driven Economy and Global Society
NFS Goal 1 Prepare Students for Leadership in an Innovation-Driven Economy and Global Society
Nutrition and Food Science Metric 1.2: Reduce the ratio of majors to teaching/advising faculty to less than 20/1.
UK Goal 1. Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society.

Related Mission Area
Education

Strategies
Establish an academic staffing model based on evidence-based practices with an optimal mix of teaching assistants and full-time faculty to improve student to faculty ratio.

Assessment Method
Using departmental records, data on the ratio of majors to teaching/advising faculty will be collected and assessed.

Actual Results

Data Tables

Descriptive Results

Year 1
The ratio of majors to teaching/advising faculty for 2009-2010 is currently 30:1.

Year 2
The ratio of majors to teaching/advising faculty is 35:1 for 2010-2011.

Year 3
The ratio of majors to teaching/advising faculty is 46:1 for 2011-2012.

Year 4

Year 5
### Analysis of Results and Reflection

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Improvement Actions</th>
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</thead>
<tbody>
<tr>
<td>As the number of majors continues to increase, the ratio of majors to teaching/advising faculty continues to be a challenge. This problem is exacerbated by limitations in being able to hire new faculty. With roughly 450 students in the department, nearly eight new faculty members are needed to bring the ratio to 20/1.</td>
<td>The department will hire at least one new assistant professor in 2010/2011, which will help the department get closer to the 20/1 ratio, as long as enrollment does not increase disproportionately.</td>
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<tr>
<th>Year 2</th>
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<tbody>
<tr>
<td>The ratio of students to faculty rose in 2010-2011 due to the increased number of students (70) and the decrease in faculty members from 15 to 12. Continuing budget cuts make the reduction of the student to teaching/advising faculty improbable.</td>
<td>In order to achieve the goal of a 20:1 ratio by 2014, the department needs to significantly increase the number of faculty members. We were unable to hire a new assistant professor in 2010-2011, due to a transition between chairs.</td>
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<tr>
<th>Year 3</th>
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<tr>
<td>Increased enrollment and a decrease in teaching faculty in 2011-2012 caused the ratio to increase significantly. Even though the department has attempted to maximize access to major courses through efficient use of faculty instructional DOE, if student numbers continue to rise while faculty numbers continue to fall due to continuing budget cuts, options for decreasing student-to-teaching/advising faculty ratios are limited.</td>
<td>Beyond increasing the number of teaching faculty, an enrollment management plan will be implemented upon approval of the University Senate. If the University Senate does not approve an enrollment management plan, other options are quite limited.</td>
</tr>
</tbody>
</table>

| Year 4 | |
| Year 5 | |
| Unit Objective | NFS Objective 1.3 Ensure graduate students are able to demonstrate expertise in their disciplines and are prepared to succeed in professional and community settings |
| Related Goals/Metrics | NFS Goal 1 Prepare Students for Leadership in an Innovation-Driven Economy and Global Society |
| | Nutrition and Food Science Metric 1.3: Increase the number of graduate degrees awarded by an average of 5 percent per year. |
| | UK Goal 1. Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society. |
| Related Mission Area | Education |

### Strategies
Create well-articulated learning outcomes for each course.
Expand instructional development opportunities for innovative pedagogies that focus on active learning, effective use of technology, and assessment.
Expand instructional development opportunities for innovative pedagogies that focus on active learning, effective use of technology, and assessment.
Develop cohesion between the curricular, co-curricular, and community service activities, particularly with regard to leadership, internationalization, diversity, and inclusion.

### Assessment Method
To report on the number of graduate degrees awarded per year, graduate degree information will be collected from the departmental chairperson and annual departmental reports.

### Actual Results

<table>
<thead>
<tr>
<th>Data Tables</th>
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### Descriptive Results

#### Year 1

Seven students earned graduate degrees from the department in August 2009, December 2009, or May 2010, an increase from 3 students who earned a graduate degree from the department in 2008-2009.

#### Year 2

The number of graduate degrees awarded in 2010-2011 was 7.

#### Year 3

The number of graduate degrees awarded in 2011-2012 was six.

#### Year 4

#### Year 5
<table>
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<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
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<tr>
<td><strong>Year 1</strong></td>
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<td>The number of students graduating each year has fluctuated from three to seven over recent years, which makes the magnitude of change each year somewhat misleading (i.e. 200% increase, 80% decrease). An average of 5% per year for the next five years should not be difficult for the department to achieve.</td>
<td>Faculty will be available to offer all graduate students quality advising, mentoring, instruction, feedback and enrichment opportunities that will assist students in staying on track towards finishing their degree.</td>
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<td><strong>Year 2</strong></td>
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<td>There was no increase in the number of graduate degrees awarded from 2009-2010 to 2010-2011, but based on so few years of data, at this time it is not possible to determine whether or not this is a trend, as graduate degrees tend to rise and fall on the short term.</td>
<td>The faculty will assist master’s students in the completion of their degrees through increased advising, mentoring, and assessment opportunities for students. The number of graduate students entering internships this year has delayed their graduation and thus impacted the graduation rate. Continual monitoring and working with students to graduate in a timely fashion is our priority.</td>
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<td><strong>Year 3</strong></td>
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<td>Although the number has not risen to the objective, the next year and subsequent year are on track to meet the goal.</td>
<td>Customarily a new Director of Graduate Studies is assigned every year, which fails to provide continuity to students, faculty, and staff. The new chair plans to provide more continuity with a DGS that will serve for a longer term. This should increase the number of graduate students in the program.</td>
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<td><strong>Year 4</strong></td>
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<td><strong>Year 5</strong></td>
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</table>
Unit Objective
NFS Objective 2.1 Continue research that impacts the lives of Kentuckians and garners national and international recognition

Related Goals/Metrics
Ag Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders
NFS Goal 2 Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders
Nutrition and Food Science Metric 2.5: Increase extramural grants to $150,000/Research FTE per year.
UK Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World beyond its Borders.

Related Mission Area
Research and Creative Work

Strategies
Develop a Department of Nutrition and Food Science research agenda.
Sustain and expand research and scholarly activity.
Expand research collaborations with business and industry.
Develop inter- and multi-disciplinary research teams, facilities, and resources within the Department, School and College, across the University, and with other Universities.
Participate in School, College, University, state, regional, and national research committees, task forces, and consortiums.

Assessment Method
The amount of extramural grants awarded per research FTE will be calculated using data collected from departmental faculty and research FTE calculated by departmental chairperson.

Actual Results

Data Tables
Descriptive Results

Year 1

Total extramural grant funding for the department for 2009-2010 was $905,114, which equals $523,187/research FTE.

Year 2

Total extramural grant funding for 2010-2011 was $858,035, which equals $617,291/research FTE.

Year 3

Total extramural grant funding for 2011-2012 was a collaborative total of $3,631,019, which equals $726,203 per research FTE.

Analysis of Results and Reflection

Year 1

The 2009-2010 average is significantly above the goal of $150,000/research FTE per year.

Year 2

As the result of the department's concerted efforts, the 2010-2011 average remains well above the $150,000/research FTE per year goal. Faculty had increased opportunities for competitive grants due to the federal stimulus package.

Year 3

As the result of the department's concerted efforts, the 2011-2012 average remains well above the $150,000/research FTE per year goal. With the newly implemented core values in the department, collaborative efforts will increase in the future.

Improvement Actions

Year 1

While the goal has been met, the department will continue to pursue sources of funding.

Year 2

In collaboration with the University of Kentucky Sponsored Projects Development Office and the COA Research Office, the department will continue to pursue additional sources of extramural funding for targeted research, research fellowships, and assistantships to support graduate students.

Year 3

In order to continue to pursue additional sources of extramural funding for targeted research, research fellowships, and assistantships to support graduate students, the Dietetics and Human Nutrition Department, formerly Nutrition and Food Science, will collaborate with the University of Kentucky Sponsored Projects Development Office and the COA Research Office to identify new funding sources.
<table>
<thead>
<tr>
<th><strong>Unit Objective</strong></th>
<th>NFS Objective 2.2 Increase funding for research and scholarly activity</th>
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</thead>
<tbody>
<tr>
<td><strong>Related Goals/Metrics</strong></td>
<td>Ag Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
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<td>NFS Goal 2 Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
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<tr>
<td></td>
<td>Nutrition and Food Science Metric 2.4: Increase the number of departmental submissions for federally competitive grant awards to 3/Research FTE per year.</td>
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<tr>
<td></td>
<td>UK Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World beyond its Borders.</td>
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<td><strong>Related Mission Area</strong></td>
<td>Research and Creative Work</td>
</tr>
</tbody>
</table>

**Strategies**
Submit funding proposals for targeted research and scholarly activity.
Secure additional research fellowships and assistantships to support graduate students.

**Assessment Method**
Using data collected from departmental faculty and research FTE calculated by department chairperson, the number of departmental submissions for federally competitive grant awards per research FTE per year will be calculated.

**Actual Results**
**Data Tables**
Descriptive Results

Year 1

Thirteen grants, averaging 7.7/research FTE, were submitted for federally competitive grant awards in 2009-2010.

Year 2

The department received no federally competitive grants in 2010-2011.

Year 3

In 2011-2012, the department received 13 federally funded grants with a PI total of $184,007 and a collaborative total of $3,631,019.

Year 4

Year 5
Analysis of Results and Reflection

Year 1

A high student load makes submission for federally competitive grant awards a challenge in the department. Faculty need more time dedicated to their research interests, which would allow for greater submission of grants. A clear understanding of grant funding in the department is difficult from one year of data. It will important to evaluate averages over several years as numerous departmental grants cover multiple years. Data from the current year does show significant funding for the department, both at the PI and collaborative level.

Year 2

The department hired a new faculty member who will devote a large percentage of time to research. The need for additional faculty support will also be explored, however, in these budget times more support is unlikely. We as a faculty need to be more diligent in applying for federally competitive grants.

Year 3

The COA Research Office presented information to the Nutrition and Food Science department on how to collaborate internally, interdisciplinarily, and multiinstitutionally on federally competitive grant awards. With the new faculty applying for grant funding and others working with medicine, grant funding rose as a collaborative effort and will continue to rise. The new faculty member is also building a research program that should result in publications over time.

Year 4

Year 5

Improvement Actions

The department is in the process of recruiting new faculty at the assistant professor level. New faculty members will have approximately half of their time dedicated to research. Additional faculty support allows for a greater number of grant submissions and enhanced original research. Faculty will continue to submit grants.

Faculty members will be urged to submit federally competitive grants. The department will ask the COA Research Office to conduct a workshop on how to collaborate internally, interdisciplinarily, and multiinstitutionally on federally competitive grants.

The department chair continues to encourage faculty to apply for grants. Getting groups together within the department will be pursued to facilitate more primary funding. The new faculty member, who is currently building a research program, will be encouraged to publish, resulting in additional publications over time.
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<th>Unit Objective</th>
<th>NFS Objective 2.3 Increase publication of research and scholarly activity</th>
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<td>Ag Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
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<tr>
<td></td>
<td>Nutrition and Food Science Metric 2.3: Increase the number of refereed journal publications per research FTE by 5% per year.</td>
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</table>

**Strategies**
- Publish in premier peer-reviewed journals.
- Author books and chapters.
- Present scholarly work at national and international conferences.

**Assessment Method**
To report on the number of refereed journal publications per research FTE, data will be collected from departmental faculty and the research FTE calculated by department chairperson.

**Actual Results**

**Data Tables**
Descriptive Results

Year 1

Refereed journal publications per research FTE for 2009-2010 was 4.8.

Year 2

Refereed journal publications per research FTE for 2010-2011 equaled 7.2.

Year 3

Refereed journal publications per research FTE for 2011-2012 was 5.

Year 4

Year 5
### Analysis of Results and Reflection

#### Year 1

Refereed journal publications per research FTE for 2009-2010 was 4.8, compared to 8.0 for 2008-2009, representing a 40% decrease. A high student load makes research and publication of refereed journal articles a challenge in the department. Faculty members need more time dedicated to their research interests, which would allow for more publication of original research.

#### Year 2

The goal of a 5% increase per year was definitely met for 2010-2011, which is encouraging and an early indicator of the faculty's focus on this metric. Compared to the 2009-2010 refereed journal publications per research FTE of 4.8, refereed journal publications per research FTE for 2010-2011 increased by 33%. The hiring of a new assistant professor allowed faculty to devote time to scholarly activities.

#### Year 3

The faculty were unable to maintain the 5% increase in research FTEs. A high student load makes research and publication of refereed journal articles a challenge in the department. Faculty members need more time dedicated to their research interests, which would allow for more publications of original research. This is unlikely to happen until additional faculty can be hired. Budget constraints at the university make this unlikely, as well.

#### Year 4

#### Year 5

### Improvement Actions

The department is in the process of recruiting new faculty at the assistant professor level. New faculty will dedicate approximately half of their effort to research and subsequent publication of research results. This should increase departmental publications over time, but could take some time for new faculty to build a research program and publish.

Hiring new faculty members who can devote time to research is crucial to this outcome. The department will mentor faculty regarding publishing in refereed journals. The department will continue to monitor the figures and continue to discuss this indicator over the coming years.

Hiring new faculty members who can devote time to research is crucial to this outcome, but currently there is a de facto moratorium on hiring new faculty. The department will mentor faculty regarding publishing in refereed journals. The department will continue to monitor the figures and continue to discuss this indicator over the coming years.
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<th>Unit Objective</th>
<th>NFS Objective 2.4 Foster undergraduate student presentations and publications</th>
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<td>Ag Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
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<td>NFS Goal 2 Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
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<td></td>
<td>Nutrition and Food Science Metric 2.2: At least 20% of undergraduate students presenting original research at local, regional, or national events before they graduate.</td>
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<td>UK Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World beyond itsBorders.</td>
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<td>Related Mission Area</td>
<td>Research and Creative Work</td>
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</table>

**Strategies**

Foster undergraduate and graduate student presentations and publications.

**Assessment Method**

To assess the number of undergraduate students presenting original research at local, regional, or national events before they graduate to reach the goal of 20%. Data will be collected from the Director of Undergraduate Studies in Nutrition and Food Science.

**Actual Results**

Data Tables
Descriptive Results

Year 1

Thirty-three Human Nutrition students presented original research at local, regional, or national events during 2009-2010, for 7% of all undergraduate students in the department.

Year 2

41 Human Nutrition students participated in the University’s Showcase for Undergraduate Research to showcase their research project results. Two Dietetics students also presented at the American Dietetic Association annual conference and four presented at the Obesity Society annual conference. 9% of the department’s undergraduate students presented original research.

Year 3

92 students (15.8%) in the Human Nutrition and Dietetics degrees presented original undergraduate research.

Year 4

Year 5
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<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
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<tr>
<td><strong>Year 1</strong></td>
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<tr>
<td>Undergraduate research is emphasized in the Human Nutrition program. All human nutrition graduates complete an undergraduate research project as part of their required coursework. Students present posters at the UK Undergraduate Showcase of Scholars. Students in Dietetics conduct research as part of their dietetic internship. Hospitality Management are not engaged in research, but all participate in internship opportunities.</td>
<td>Human nutrition students will continue to be required to participate in undergraduate research projects. Dietetics and hospitality management faculty will evaluate possible opportunities for research.</td>
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<tr>
<td><strong>Year 2</strong></td>
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<tr>
<td>The percentage of undergraduate presentations was below the goal of 20%, but we are on track now to keep good records of the number who present and focus on increasing the number.</td>
<td>The department will continue to encourage and mentor undergraduates in the submission and presentation process for original research. New accreditation requirements will assist faculty in offering quality research opportunities at the undergraduate level.</td>
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<td><strong>Year 3</strong></td>
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<td>The percentage of undergraduate student presentations, while doubled in size over the previous year, is still below the goal of 20%. Enrollment increases, coupled with severe budget restraints, will make this a difficult goal to achieve. We intend to continue to focus on this metric in order to further develop the department’s research agenda and expand scholarly activity, as well as give undergraduate students this opportunity.</td>
<td>Until more faculty or an enrollment management plan is in place, it will be difficult to increase the percentage of undergraduate students presenting their research. However, departmental faculty will continue to encourage and mentor undergraduates to submit and present original research. Departmental faculty will discuss strategies to increase the number of undergraduate students making presentations. The new department chair has implemented a tracking system that should provide an accurate analysis of this activity in the future.</td>
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<td><strong>Year 4</strong></td>
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<tr>
<td>Unit Objective</td>
<td>NFS Objective 2.5 Foster graduate student presentations and publications</td>
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<td>Related Goals/Metrics</td>
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<td></td>
<td>Nutrition and Food Science Metric 2.1: At least 50% of graduate students presenting original research at local, regional, or national events before they graduate.</td>
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<td>UK Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World beyond its Borders.</td>
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<tr>
<td>Related Mission Area</td>
<td>Research and Creative Work</td>
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**Strategies**
Foster undergraduate and graduate student presentations and publications.

**Assessment Method**
To evaluate the number of graduate students presenting original research at local, regional, or national events before they graduate, to determine whether or not at least 50% are presenting original research. Data will be collected from the Director of Graduate Studies in Nutrition & Food Science.

**Actual Results**

**Data Tables**
Descriptive Results

Year 1

For 2009-2010, original research was presented at local, regional, or national events by 52% of all NFS graduate students.

Year 2

In 2010-2011, 66.7% of graduate students presented original research at local, regional, or national events.

Year 3

In 2011-2012, over 50% of graduate students presented original research at local, regional, or national events.

Year 4

Year 5
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<td><strong>Year 1</strong></td>
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<tr>
<td>Graduate students presented original research, mostly at the 2009 American Dietetic Association Annual meeting, a significant national meeting. Although the goal was exceeded and ADA is an exceptional opportunity, faculty will strive to encourage students to present in different venues.</td>
<td>We will continue to encourage graduate students to present all research at a variety of professional meetings. Faculty will be encouraged to mentor students on projects. As travel funds are not always available, faculty and students will be encouraged to seek funding for graduate travel for research presentations in order to foster these activities.</td>
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<td><strong>Year 2</strong></td>
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<tr>
<td>The 66.7% figure of graduate students who presented original research at local, regional, or national events in 2010-2011 exceeds the stated goal of 50%. This is the second year of reporting, so trends cannot be determined at this time.</td>
<td>We will continue to monitor the number of students who present research at professional meetings and work to determine what barriers the students face, as needed. Presentations are a pathway to publishing in peer-reviewed journals and this activity is important for our students.</td>
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<td><strong>Year 3</strong></td>
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<tr>
<td>Students presented original research at the Kentucky Dietetic Association, ADA FNCE, and at other national conferences, at the 50% level. This decrease from last year might reflect natural swings in the number of graduate students who present research. Analysis of trends will not be possible until later in the five-year reporting period. The department needs to determine whether or not the economic down turn, as well as continuing budget cuts affect the number of students able to travel to meetings.</td>
<td>We will continue to encourage all graduate students to present their work at professional conferences and next year will be in a position to examine what barriers the students might face regarding travel, such as personal finances or familial responsibilities, the ability of the department and the Graduate School to fund travel, continuing budget cuts, locations of meetings.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
<td></td>
</tr>
<tr>
<td>Unit Objective</td>
<td>NFS Objective 2.6 Increase scholarly activity at national and international conferences</td>
</tr>
<tr>
<td>----------------</td>
<td>--------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Related Goals/Metrics</td>
<td>Ag Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
</tr>
<tr>
<td></td>
<td>NFS Goal 2 Promote Research and Creative Work to Increase the Intellectual, Social and Economic Capital of Kentucky and the World Beyond its Borders</td>
</tr>
<tr>
<td></td>
<td>Nutrition and Food Science Metric 2.6: Faculty presenting at at least one professional or regional meeting per FTE per year.</td>
</tr>
<tr>
<td></td>
<td>UK Goal 2. Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World beyond its Borders.</td>
</tr>
<tr>
<td>Related Mission Area</td>
<td>Research and Creative Work</td>
</tr>
</tbody>
</table>

**Strategies**

Present scholarly work at national and international conferences.

**Assessment Method**

Data collected from departmental faculty will be used to assess the number of faculty presenting at at least one professional or regional meeting per FTE per year.

**Actual Results**

Data Tables
Descriptive Results

Year 1

Nine of thirteen faculty members (69%) presented at at least one professional or regional meeting in 2009-2010. Of the nine faculty members, several presented at multiple meetings.

Year 2

100% of faculty members presented original research at one or more professional or regional meetings per FTE in 2010-2011.

Year 3

100% of 12 faculty members presented original research findings at at least one professional or regional meeting per FTE.

Year 4

Year 5

Analysis of Results and Reflection

Year 1

Several departmental faculty were invited to present at professional meetings over the past year. Faculty were well-represented at the regional, national, and international level.

Year 2

The stated goal of all faculty members presenting at one or more professional or regional meetings per FTE per year was met for 2010-2011, due to the continued diligence of the departmental faculty. The federal stimulus package and additional grant dollars allowed for additional travel.

Year 3

With continued faculty activity in professional organizations, the goal of 100% faculty member participation in presenting research findings to at least one professional or regional meeting per FTE was met. Additional grant dollars and university incentive monies allowed for increased travel to professional meetings.

Year 4

Year 5

Improvement Actions

Year 1

Faculty will continue to be active in professional organizations and will continue to present at major professional or regional meetings.

Year 2

No action is required, however the department will continue to encourage faculty members to present original research annually at professional and regional meetings.

Year 3

Although the goal was met, the department will continue to encourage faculty members to present their research in appropriate venues. We need to continue to monitor this trend.
Unit Objective
NFS Objective 3.1 Strive to recruit, develop, and retain nationally distinguished faculty

Related Goals/Metrics
Ag Goal 3. Develop the Human and Physical Resources of the College to Achieve Top 20 Stature
NFS Goal 3 Develop the Human and Physical Resources of the College to Achieve Top 20 Stature
Nutrition and Food Science Metric 3.1: Decrease by half the disparity between average salary and benchmark median for all faculty and staff.
UK Goal 3. Develop the Human and Physical Resources of the University to Achieve the Institution's Top 20 Goals.

Related Mission Area
Overall

Strategies
Provide a creative and supportive work environment.
Provide support to enable faculty members to receive tenure and promotion.
Decrease the disparity between average salary and benchmark median for all faculty and staff.
Increase staff support by 1 FTE.

Assessment Method
Through a yearly review of salary status, the disparity between average salary and benchmark median for all faculty and staff will be calculated.

Actual Results

Data Tables

Descriptive Results

Year 1

Faculty and staff have not received any salary raises in the past three years.

Year 2

The average salary for NFS faculty members for 2010-2011 was $85,036, while the average salary for NFS faculty members (using FAEIS Southern Region land grant and non-land grant public institutions data set for all institutions that reported) was $75,961.

Year 3

The average salary for NFS faculty members remained unchanged in 2011-2012 at $85,036.

Year 4

Year 5
### Analysis of Results and Reflection

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>The disparity among salaries may be a reason for loss of faculty. Obtaining appropriate pay scale will enhance the quality of the NFS department by motivating and encouraging excellence in performance.</td>
<td>The department will seek to hire new faculty at benchmark salaries and increase the salaries of faculty who are not at benchmark level. At this time there is no good national indicator of salaries for faculty and staff in Dietetics, Human Nutrition, or Hospitality Management.</td>
</tr>
</tbody>
</table>

**Year 2**

According to FAEIS salary comparison data (where not all institutions were reporting), the average salary for NFS faculty members for 2010-2011 appeared to be above the national average. More accurate data would more accurately reflect this metric.

**Year 3**

For 2011-2012, the average salary for NFS faculty members remained above the national average. In order for the NFS department to continue to be competitive, the average salary must remain above the national average.

**Year 4**

**Year 5**
<table>
<thead>
<tr>
<th>Unit Objective</th>
<th>NFS Objective 3.2 Aggressively seek to recognize and reward superior achievement and scholarship by both faculty and staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Related Goals/Metrics</td>
<td>Ag Goal 3. Develop the Human and Physical Resources of the College to Achieve Top 20 Stature</td>
</tr>
<tr>
<td></td>
<td>NFS Goal 3 Develop the Human and Physical Resources of the College to Achieve Top 20 Stature</td>
</tr>
<tr>
<td></td>
<td>Nutrition and Food Science Metric 3.2: Increase the total number of individual or team state, national, and international awards received by faculty and staff by a 3 year rolling average of 1 per year.</td>
</tr>
<tr>
<td>Related Mission Area</td>
<td>UK Goal 3. Develop the Human and Physical Resources of the University to Achieve the Institution's Top 20 Goals.</td>
</tr>
</tbody>
</table>

**Strategies**
Nominate qualified faculty, staff, and Family and Consumer Sciences Extension specialists for applicable School, College, University, state, national, and international awards. Coordinate nominations for college and university awards and recognitions.

**Assessment Method**
To report on the total number of individual or team state, national, and international awards received by faculty and staff, the annual departmental report of awards will be utilized.

**Actual Results**

**Data Tables**

**Descriptive Results**

**Year 1**
Four departmental faculty received five individual or team awards during 2009-2010.

**Year 2**
The total number of individual or team state, national, and international awards received by faculty and staff was three in 2010-2011.

**Year 3**
In 2011-2012, individual or team state, national, and international awards received by Dietetics and Human Nutrition faculty and staff totaled five.

**Year 4**

**Year 5**
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
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</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
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</tr>
<tr>
<td>The department is on target to meet this goal and in year three will begin using available data available to compute the three year rolling average.</td>
<td>Seek and apply for awards that fit the skills and achievements of the faculty.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
</tr>
<tr>
<td>Data for the three year average is incomplete. In year three (2011-2012) we will be better able to begin determining and evaluating three-year rolling averages.</td>
<td>The department will continue to nominate qualified faculty, staff, and Extension specialists for appropriate awards.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
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<tr>
<td>It appears that the faculty nomination process is positively impacting the number of awards bestowed upon NFS faculty. The three-year rolling average for 2011-2012 is 4.3. The new department chair is placing an emphasis on looking for ways to reward recognition for high quality scholarly activity.</td>
<td>The NFS department will continue to work with faculty, staff, and Family and Consumer Sciences Extension specialists to coordinate and submit nominations for school, college, university, state, national, and international awards.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
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<tr>
<td><strong>Year 5</strong></td>
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<tr>
<td>Unit Objective</td>
<td>NFS Objective 3.3 Seek increased funding for high-quality lab, teaching, and field facilities</td>
</tr>
<tr>
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</tbody>
</table>
| Related Goals/Metrics | Ag Goal 3. Develop the Human and Physical Resources of the College to Achieve Top 20 Stature  
NFS Goal 4 Promotion of Diversity and Inclusion  
Nutrition and Food Science Metric 3.3: Renovate and expand the administrative offices, classrooms, and laboratories required for the effective teaching of students.  
UK Goal 3. Develop the Human and Physical Resources of the University to Achieve the Institution's Top 20 Goals. |
| Related Mission Area | Overall |

**Strategies**
- Seek funding from University, College and School funds.
- Seek funding from alumni and community partners.
- Seek grant monies through research funding.

**Assessment Method**
Through bi-yearly assessment of the spacial needs of the department, the administrative offices, classrooms, and laboratories will be evaluated for the effective teaching of students.

**Actual Results**

**Data Tables**
### Descriptive Results

#### Year 1

The department completed the renovation of former laboratory space into five new faculty offices in spring of 2010. In addition, the renovation included updating the original office space within the lab. Other departmental laboratory spaces were also renovated and now serve as a graduate student office and the nutritional assessment laboratory. The nutritional assessment facility contains space to conduct biochemical and anthropometrical assessments for student learning and faculty research. The BodPod, for assessment of body composition, was also created.

#### Year 2

The department completed an extensive office, laboratory, and equipment renovation in 2010-2011 that enhanced the effective teaching of students.

#### Year 3

The department completed additional office and laboratory renovations that improved the teaching effectiveness of our space.

#### Year 4

#### Year 5
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td></td>
</tr>
<tr>
<td>The review of facilities, course needs, and materials required for meeting accredited program standards and other program requirements is ongoing.</td>
<td>The department will continue to seek funding for classroom upgrades, lab maintenance and update and continued program review to identify needs for effective teaching.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
</tr>
<tr>
<td>This goal to renovate and expand the administrative offices, classrooms, and laboratories for the effective teaching of students was met for 2010-2011.</td>
<td>Bi-yearly assessment of departmental facilities will continue and additional funding for future renovations will be sought.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td></td>
</tr>
<tr>
<td>The annual goal was met for 2011-2012 with the renovation and expansion of administrative offices, classrooms, and laboratories to enhance the effective teaching of students.</td>
<td>Monies have been sent forward to complete new office and laboratory space next year. Spatial assessments will continue to be made annually for the effective teaching of students and to further the mission of the university. These will be dependent upon future student and faculty needs.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
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<td><strong>Year 5</strong></td>
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</tbody>
</table>
Unit Objective  
NFS Objective 4.1 Continue to implement recommendations from the College of Agriculture's Diversity Review and Planning Task Force

Related Goals/Metrics 
Ag Goal 4 Promote Diversity and Inclusion 
NFS Goal 4 Promotion of Diversity and Inclusion 
Nutrition and Food Science Metric 4.1: Increase the percentage of male undergraduate students to 30%. 
UK Goal 4. Promote Diversity and Inclusion

Related Mission Area 
Overall

Strategies 
Establish a plan for better internal and external communication with respect to the Department's efforts. 
Review and report annually on progress toward meeting recommendations of the College and the University.

Assessment Method 
Data obtained through the University of Kentucky's Institutional Research Planning and Effectiveness web site (http://www.uky.edu/IRPE/students/enrollment/gender/0009gender_enrollment.html) will be used to determine the percentage of male undergraduate students.

Actual Results 

Data Tables 

Descriptive Results 

Year 1 

According to 2009-2010 enrollment data, 22.9% of undergraduates in the department were male.

Year 2 

The 2010-2011 percentage of male undergraduate students was 24.8%.

Year 3 

The percentage of male undergraduate students dropped to 18%.

Year 4 

Year 5
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
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</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td></td>
</tr>
<tr>
<td>At this time the department is currently not meeting the goal of 30% male undergraduate students.</td>
<td>The department will continue to work diligently to meet and exceed the current standard of 30%.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
</tr>
<tr>
<td>While 24.8% was an increase over the male undergraduate percentage for 2009-2010 (22.9%), this percentage is still below the targeted 30%. The departmental efforts fell short of the goal, however progress toward the goal was evident. With the development of new undergraduate degrees that are attractive to male students entering PharmD, medical school, PT, and dental school, these numbers may fluctuate greatly.</td>
<td>The department will work to recruit males to the program through participation in university and college marketing and communication efforts.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td></td>
</tr>
<tr>
<td>With the percentage of male undergraduates at 18%, the department is below the 30% target, despite diligent efforts. While the decrease is a surprise and a disappointment, perhaps this is an indicator that we need to reevaluate the strategies employed and possibly assess if a 30% target is realistic.</td>
<td>The department will continue to recruit excellent undergraduate male students into our program. Recruitment is continually underway.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
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<tr>
<td><strong>Year 5</strong></td>
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</tbody>
</table>
**Unit Objective**
NFS Objective 4.2 Promote curricular programs that recognize educational advantages of diversity

**Related Goals/Metrics**
Ag Goal 4 Promote Diversity and Inclusion
NFS Goal 4 Promotion of Diversity and Inclusion
Nutrition and Food Science Metric 4.3: Maintain ethnic diversity of the student population with African American BS enrollment at or above 6.6%
UK Goal 4. Promote Diversity and Inclusion

**Related Mission Area**
Overall

**Strategies**
Establish clearly defined expectations, and accountability measures as components of the departmental programs.

**Assessment Method**
To gauge the ethnic diversity of the student population with the goal of African American BS enrollment at or above 6.6% (state’s population), data will be obtained through the College of Agriculture’s page on the University of Kentucky’s Institutional Research Planning and Effectiveness web site. [http://www.uky.edu/IRPE/students/enrollment/gender/0009gender_enrollment.html](http://www.uky.edu/IRPE/students/enrollment/gender/0009gender_enrollment.html)

**Actual Results**

**Data Tables**

**Descriptive Results**

**Year 1**
In 2009-2010, 8.6% of the BS enrollment within the department was African American.

**Year 2**
African American enrollment was 9.0% of the total undergraduate student population in 2010-2011.

**Year 3**
For 2011-2012, the current percentage of undergraduates who are African American is 7.3%.

**Year 4**

**Year 5**
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td></td>
</tr>
<tr>
<td>The department currently meets this goal.</td>
<td>The department will continue to work diligently to exceed the current standard.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
</tr>
<tr>
<td>The 2010-2011 percentage of African American undergraduate enrollment represents a 0.4% increase over the previous year and continues to exceed the target of 6.6% by 2.4%. The department sponsors a high school major exploration program where many underrepresented students attend.</td>
<td>The department continues to strive to exceed this goal. We will continue to offer underrepresented high school students meaningful opportunities to explore our majors.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td></td>
</tr>
<tr>
<td>While the department continues to meet this goal, the percentage of African American undergraduate students declined by 2.0% from 2010-2011 to 2011-2012. In the past two years the department has experienced a spike in enrollment of over 100 students, with an increase of only one African American student. More data is needed to determine if this is a trend or an anomaly.</td>
<td>The department will continue to recruit excellent African American students for our undergraduate program and will closely monitor result for the coming year.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Year 5</strong></td>
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</tbody>
</table>
Unit Objective
NFS Objective 4.3 Continue to provide opportunities to increase understanding and acceptance of thought, cultural, gender, and ethnic differences

Related Goals/Metrics
Ag Goal 4 Promote Diversity and Inclusion
NFS Goal 4 Promotion of Diversity and Inclusion
Nutrition and Food Science Metric 4.4: At least 30% of faculty participating in some international experience each year.
UK Goal 4. Promote Diversity and Inclusion

Related Mission Area
Overall

Strategies
Develop partnerships with local, regional and statewide organizations that promote opportunities for graduates in non-traditional avenues of employment.

Assessment Method
Departmental records will be analyzed to determine the number of faculty participating in an international experience each year.

Actual Results

Data Tables

Descriptive Results

Year 1
Thirty-one percent of faculty members in the department participated in some international experience in 2009-2010.

Year 2
Forty-six percent of the faculty participated in an international experience in 2010-2011.

Year 3
In 2011-2012, 50% of departmental faculty members participated in an international experience.

Year 4

Year 5
<table>
<thead>
<tr>
<th>Year 1</th>
<th>Improvement Actions</th>
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</thead>
<tbody>
<tr>
<td>The department is currently meeting this goal.</td>
<td>The department will continue to work diligently to exceed the current standard.</td>
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</table>

<table>
<thead>
<tr>
<th>Year 2</th>
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<tbody>
<tr>
<td>The percentage of faculty members who participated in an international experience in 2010-2011 exceeded the goal of 30%.</td>
<td>While the goal has been met, the department will continue to foster faculty participation in international experiences.</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>Year 3</th>
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</thead>
<tbody>
<tr>
<td>The goal has been exceeded for 2011-2012.</td>
<td>With adequate funding, the department will continue to participate in international experiences.</td>
</tr>
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</table>

<table>
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<tr>
<th>Year 4</th>
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<table>
<thead>
<tr>
<th>Year 5</th>
</tr>
</thead>
</table>
Unit Objective
NFS Objective 4.4 Enroll more high-quality students from under-represented groups

Related Goals/Metrics
Ag Goal 4 Promote Diversity and Inclusion
NFS Goal 4 Promotion of Diversity and Inclusion
Nutrition and Food Science Metric 4.2: Maintain the percentage of non-White graduate students at 25% or above.
UK Goal 4. Promote Diversity and Inclusion

Related Mission Area
Overall

Strategies
Participate in University and College marketing and communication efforts statewide and in strategic out-of-state and international target areas.
Increase opportunities for distance learning and continuing education.
Secure additional support for department-based scholarship and recruiting programs.
Implement incentives for leveraging graduate student financial support with grant funds.

Assessment Method
Data to evaluate the percentage of graduate students from underrepresented groups will be obtained using the College of Agriculture’s page on the University of Kentucky’s Institutional Research Planning and Effectiveness web site. [http://www.uky.edu/IRPE/students/enrollment/gender/0009gender_enrollment.html](http://www.uky.edu/IRPE/students/enrollment/gender/0009gender_enrollment.html)

Actual Results

Data Tables

Descriptive Results

Year 1

According to 2009-2010 enrollment data, 21% of departmental graduate students were from underrepresented groups.

Year 2

The percentage of graduate students from underrepresented groups for 2010-2011 was 21%.

Year 3

Enrollment data indicates that in 2011-2012 20% of graduate students were from underrepresented groups.

Year 4

Year 5
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
</tr>
</thead>
</table>
| **Year 1** | The department is currently meeting this goal.  
| | The department will continue to work diligently to exceed the current standard. |
| **Year 2** | The current percentage of graduate students from underrepresented groups is at the targeted goal.  
| | Although this goal has been met, the department will continue monitor the number of graduate students from underrepresented populations. |
| **Year 3** | The current level of graduate students from underrepresented groups continues to be at the targeted goal with only minor fluctuations from year to year.  
<p>| | The department will continue to recruit and monitor excellent graduate students from underrepresented groups. |</p>
<table>
<thead>
<tr>
<th>Unit Objective</th>
<th>NFS Objective 5.1 Implement research-based programs that provide the knowledge and skills necessary for individuals to make positive changes in their personal, family, and work life</th>
</tr>
</thead>
</table>
| Related Goals/Metrics | Ag Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
NFS Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
Nutrition and Food Science Metric 5.1: Increase extramural funding for Extension Food and Nutrition or outreach programs by 10%.  
UK Goal 5. Improve the Quality of Life of Kentuckians through Engagement, Outreach, and Service. |
| Related Mission Area | Service |

**Strategies**

- Establish a Family and Consumer Sciences Extension program planning process.
- Update and expand existing curricula.
- Pilot new programs in preparation for statewide implementation.
- Integrate new delivery methods and technologies into Extension programs.
- Maximize the use of volunteers and paraprofessionals in program delivery.
- Establish baseline measures to assess and communicate the impact of Extension programs.

**Assessment Method**

Data on primary and collaborative extramural Extension programs will be tracked using official UK data sources through the website: [http://www.research.uky.edu/reports.html](http://www.research.uky.edu/reports.html).

**Actual Results**

**Data Tables**
### Descriptive Results

**Year 1**

Data for 2009-2010 reveals $1,100,500 in extramural funding for Extension Food and Nutrition or outreach program funding compared to $225,515 for 2008-2009.

**Year 2**

The collaborative total of extramural funding for Extension Food and Nutrition or outreach programs was $2,127,187 for 2010-2011 compared to $1,100,500 for 2009-2010.

**Year 3**

The collaborative total of extramural funding for Extension Food and Nutrition or outreach programs was $313,960 for 2011-2012 compared to $2,127,187 for 2010-2011.

**Year 4**

**Year 5**

### Analysis of Results and Reflection

<table>
<thead>
<tr>
<th>Year</th>
<th>Analysis</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>The 2009-2010 total of extramural funding reflects an increase of $874,985 or 388%.</td>
<td>By developing multi-disciplinary/institutional collaborations, collaborators can start the process of strategizing and writing in a timely fashion when appropriate RFAs are announced.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>The 2010-2011 total represents an increase of $1,112,073 or 110%. Stimulus funding offered an increase in grant opportunities and allowed for the development of multi-disciplinary/institutional collaborations.</td>
<td>While the department has very successful in meeting this goal, we will continue to seek new sources of extramural funding for Extension programming.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>2011-2012 saw a large decrease in external Extension Food and Nutrition funding. The ending of smaller collaborative research opportunities that switched to larger center funding, reduced the opportunities for social science research in the department's expertise areas.</td>
<td>The department was unsuccessful in reaching the goal this year. A renewed focus on larger, center-type grants will be pursued in the near future.</td>
</tr>
<tr>
<td>Unit Objective</td>
<td>NFS Objective 5.2 Improve the economic, social, and physical well being of individuals and families through lifelong educational programming</td>
<td></td>
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</tbody>
</table>
| Related Goals/Metrics | Ag Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
NFS Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
Nutrition and Food Science Metric 5.2: Increase Extension faculty publication and/or completion of invited presentations to an average of 3/Extension FTE per year.  
UK Goal 5. Improve the Quality of Life of Kentuckians through Engagement, Outreach, and Service. |
| Related Mission Area | Service |

**Strategies**

Link all Kentucky communities and the University through Cooperative Extension offices and agents in every county, applying leadership in research-based nutrition and food science information to enhance the well-being of Kentuckians.

Provide training to enhance small and home-based businesses.

Promote entrepreneurship.

**Assessment Method**

Annual Extension faculty publication of external peer-reviewed articles or abstracts and/or completion of invited presentations directly related to featured or other FCS programs will be assessed using departmental records and *The Kentucky Agricultural Experiment Station 123rd Annual Report, 2010*.

**Actual Results**

**Data Tables**
Descriptive Results

Year 1

A total of 18 items were reported under this indicator, averaging 5.6/Extension FTE per year.

Year 2

Extension faculty publication of external peer-reviewed articles or abstracts and/or completion of invited presentations directly related to featured or other FCS programs averaged 3/Extension FTE in 2010-2011.

Year 3

Extension faculty averaged 3 peer-reviewed publications per Extension FTE for 2011-2012, along with invited presentations on featured programs.

Year 4

Year 5
### Analysis of Results and Reflection

<table>
<thead>
<tr>
<th>Year</th>
<th>Description</th>
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<tbody>
<tr>
<td>Year 1</td>
<td>We are meeting this goal and continue to increase the number of peer-reviewed articles. In Extension, however, few have a research appointment. We continue to strategize ways to continue to increase the number of submission of articles to peer-reviewed journals.</td>
</tr>
</tbody>
</table>

### Improvement Actions

| Year 1 | State-wide and national collaborations will help in this area. The department purchased a well respected book on writing journal articles for each faculty in the department using research incentive dollars. |

| Year 2 | Although the number declined, the goal of 3 externally peer-reviewed articles or abstracts and/or invited presentations directly related to featured or other FCS programs per Extension FTE faculty member was met in 2010-2011. The purchase and distribution of a well-known book on writing journal publications apparently had little effect on this number. |

### Year 3

| Year 3 | For 2011-2012, the department continued to meet this goal, although the number remained static compared to the previous year. With a limited number of Extension research faculty appointments, increases in this category will require additional resources. |

### Year 4

| Year 4 | Extension faculty will continue to receive resources to publish and present information related to featured programs. The chair and faculty will continue to focus on the importance of state-wide and national collaborations. |

### Year 5
### Unit Objective
NFS Objective 5.3 Improve the capacity of communities to address critical issues through programs promoting food safety, good nutrition, and health promotion

### Related Goals/Metrics
- Ag Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service
- NFS Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service
- Nutrition and Food Science Metric 5.5: Provide state-wide data to document both the effectiveness of all extension featured programs and other Departmentally-determined key programs, one per year on a rotating basis.
- UK Goal 5. Improve the Quality of Life of Kentuckians through Engagement, Outreach, and Service.

### Related Mission Area
Service

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**Strategies**

Sustain a high-level of quality education and support for outreach personnel statewide on food, nutrition, and hospitality issues.

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**Assessment Method**

The CATPAWS system, the College of Agriculture Reporting System, as well as the CES Reports of Interest website (https://warehouse.ca.uky.edu/AgWeb/pubreports), will be used to document the effectiveness of Extension featured programs and other departmentally-determined key programs.

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**Actual Results**

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**Data Tables**
Descriptive Results

Year 1

Two featured programs, "Weight the Reality Series" and "Microprocessing", were provided for the reporting year and evaluation of program effectiveness is in progress.

Year 2

In 2011 the featured program "Taking Control of your Diabetes," 958 people participated in the program in Kentucky. 378 of those participants were able to reach three of their goals that improved their health. Eighteen volunteers were trained under the Champion Food Volunteer Program. They spent 512 hours training 3045 adults and children who participated in trainings. 138,966 individuals stated that they experienced a change in knowledge, opinions, skills, or aspirations regarding lifestyle changes (diet, exercise, etc.) as the result of Extension programming. 57,262 individuals stated that they would make lifestyle changes (diet, exercise, etc.) to improve their health as the result of Extension programming.

Year 3

In 2012 the featured program “Taking Control of your Diabetes,” 2127 people participated in the program in Kentucky. 559 of those participants were able to reach three of their goals that improved their health. After tasting a sample of fruit or vegetables at a farmers market, 22,722 participants indicated that they were more likely to buy fruits and vegetables. 7,424 indicated that recipe cards influenced their decision to buy. 175,993 individuals stated that they experienced a change in knowledge, opinions, skills, or aspirations regarding lifestyle changes (diet, exercise, etc.) as the result of Extension programming. 50,162 individuals stated that they would make lifestyle changes (diet, exercise, etc.) to improve their health as the result of Extension programming.

Year 4

Year 5
### Analysis of Results and Reflection

#### Year 1

We are currently providing state-wide data for this goal.

#### Year 2

The number of contacts indicates the important role this department plays in educating the citizens of the Commonwealth about this disease. The number of individuals who experienced a change in knowledge, opinions, skills, or aspirations regarding lifestyle changes (diet, exercise, etc.) and the number of individuals who would make lifestyle changes (diet, exercise, etc.) to improve their health as a result of Extension featured programs were significant in the education of Kentucky citizens about their health. Based upon the number of contacts throughout, this strategy has been very successful.

#### Year 3

The number of contacts indicates the important role this department plays in educating the citizens of the Commonwealth about this disease. The number of individuals who experienced a change in knowledge, opinions, skills, or aspirations regarding lifestyle changes (diet, exercise, etc.) and the number of individuals who would make lifestyle changes (diet, exercise, etc.) to improve their health as a result of Extension featured and other programs were significant in the education of Kentucky citizens about their health. Based upon the number of contacts throughout, this strategy has been very successful.

#### Year 4

#### Year 5

### Improvement Actions

We will continue to meet this goal.

The NFS department will continue to offer informative, educational programs in health and wellness to the citizens of Kentucky. The department will also continue to offer "Homebased Processing and Microprocessing" in 15 workshops throughout the state from January 2012 to July 2012 and to produce "Healthy Choices for Healthy Families," a bi-monthly newsletter distributed to food stamp offices, WIC/health clinics, Head Start Centers, Senior Centers, housing authorities, food pantries, and other locations that serve clientele with limited resources.
<table>
<thead>
<tr>
<th>Unit Objective</th>
<th>NFS Objective 5.4 Develop and expand programs that build leadership capacity among Kentucky citizens and families</th>
</tr>
</thead>
</table>
| Related Goals/Metrics | Ag Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
NFS Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service  
Nutrition and Food Science Metric 5.4: Enhance and refine the collection and reporting of Department related Extension outcomes.  
UK Goal 5. Improve the Quality of Life of Kentuckians through Engagement, Outreach, and Service. |
| Related Mission Area | Service |

**Strategies**
Promote development of leadership skills of Extension faculty and support grant initiatives conducted with other faculty in the College, University, and nation.  
Collaborate with Kentucky Extension Homemakers Association (KHEA) to foster learning, leadership, and service.  
Develop and expand programs that build skills in family and citizen leadership.  
Establish and coordinate master volunteer programs.

**Assessment Method**
Extension outcomes will be evaluated using CATPAWS, the College of Agriculture Reporting System and a count of direct contact with all clientele where information was exchanged at the website [https://warehouse.ca.uky.edu/agweb/frames.asp](https://warehouse.ca.uky.edu/agweb/frames.asp).
Descriptive Results

Year 1

Extension outcomes are reported using both qualitative and quantitative methodologies, through CATPAWS, the College of Agriculture Reporting System. Through this mechanism we report impact statements and numbers of contacts. The impact statement includes a discussion of the importance of programs or projects, a description of what was done, and the realized or anticipated impact. Contact reports include a count of direct contact with all clientele where information was exchanged.

Year 2

The collection and reporting of department-related Extension outcomes were enhanced and refined as a result of all Extension faculty members reporting their contacts through CATPAWS and the reporting of outcomes through the UK Engagement Measurement Instrument. The CATPAWS instrument is evaluated on a regular rotating basis.

Year 3

The collection and reporting of department-related Extension outcomes were enhanced and refined as a result of all Extension faculty members reporting their contacts through CATPAWS and the reporting of outcomes through the UK Engagement Measurement Instrument. The CATPAWS instrument is evaluated on a regular rotating basis. Statistical contacts for the four Extension faculty within the department were reported as 13,611.

Year 4

Year 5
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td>Steps were taken to refine evaluation instruments that measure the effectiveness of our efforts throughout the year. For example, the evaluation of in-service education has been revamped and refined.</td>
</tr>
<tr>
<td>This system has worked well. All Extension employees report on a yearly basis making it easy to determine the effectiveness of Extension’s efforts.</td>
<td></td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td>While no action is required, the department will continue to monitor and analyze the information gathered from the college’s web site and the CATPAWS system. The new metrics available will give us additional information.</td>
</tr>
<tr>
<td>The collection and reporting of department-related Extension outcomes were enhanced and refined in 2010-2011 because the CATPAWS system was refined to meet current reporting needs of department Extension activities.</td>
<td></td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td>The department will continue to work with the College to collect data and keep up-to-date featured programs available for use. The department will also continue to provide leadership in programming issues that make a difference in the lives of Kentuckians.</td>
</tr>
<tr>
<td>Extension contacts generated from DHN grew by 675. Two new feature programs were highlighted where contacts indicated they made healthy lifestyle changes as a result of participation in these programs.</td>
<td></td>
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<tr>
<td><strong>Year 4</strong></td>
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<td><strong>Year 5</strong></td>
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<table>
<thead>
<tr>
<th>Unit Objective</th>
<th>NFS Objective 5.5 Advance sustainable food and nutrition education systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>Related Goals/Metrics</td>
<td>Ag Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service</td>
</tr>
<tr>
<td></td>
<td>NFS Goal 5 Improve the Quality of Life for Kentuckians through Extension, Outreach and Service</td>
</tr>
<tr>
<td></td>
<td>Nutrition and Food Science Metric 5.3: Offer two or more in-service training programs annually to provide FCS Agents with new programs, curricula, and updates on food and nutrition topics.</td>
</tr>
<tr>
<td></td>
<td>UK Goal 5. Improve the Quality of Life of Kentuckians through Engagement, Outreach, and Service.</td>
</tr>
</tbody>
</table>

| Related Mission Area                                                         | Service |

**Strategies**

Sustain traditional Extension strengths while offering innovative new programs in health and wellness to serve increasingly diverse stakeholders. Enhance the integration of the Department’s programs with food related endeavors throughout the College and University. Promote enhanced linkages between the Department, Cooperative Extension, and new partners within and outside the University.

**Assessment Method**

The CATPAWS system, the College of Agriculture Reporting System, as well as the CES Reports of Interest website (https://warehouse.ca.uky.edu/AgWeb/pubreports), will be used to report the number of in-service training programs offered annually to FCS agents.

<table>
<thead>
<tr>
<th>Actual Results</th>
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</thead>
<tbody>
<tr>
<td>Data Tables</td>
</tr>
<tr>
<td>Descriptive Results</td>
</tr>
<tr>
<td>Year 1</td>
</tr>
</tbody>
</table>

Eighteen in-service programs were offered for the reporting year 2009-2010.

**Year 2**

Fifteen in-service training programs were offered in 2010-2011 to FCS Agents to provide them with new programs, curricula, and updates on food and nutrition topics.

**Year 3**

Nineteen in-service trainings were offered to promote food and nutrition education in all counties of Kentucky.

**Year 4**

**Year 5**
<table>
<thead>
<tr>
<th>Analysis of Results and Reflection</th>
<th>Improvement Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year 1</strong></td>
<td></td>
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<tr>
<td>We are presently exceeding this goal. Most of our in-service programs are offered during the time of the agent’s training but we also have many training sessions offered at other times in the year.</td>
<td>Although this goal was met in 2009-2010, the department's focus on providing quality in-service training to FCS agents remains basic.</td>
</tr>
<tr>
<td><strong>Year 2</strong></td>
<td></td>
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<tr>
<td>With 15 in-service training programs offered to FCS Agents in 2010-2011, the department significantly surpassed the goal of two or more programs per year.</td>
<td>While no action is required, the department will continue to support the creation of in-service training programs for FCS Agents providing them with new programs, curricula, and updates on food and nutrition topics.</td>
</tr>
<tr>
<td><strong>Year 3</strong></td>
<td></td>
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<tr>
<td>The department continues to meet the needs of agents in the field in regard to foods and nutrition programming. After a decrease from year 1 to year 2, this increase from year 2 to year 3 validates the improvement actions that the department has initiated.</td>
<td>While we continue to meet this goal, the department endeavors to be proactive in our training, providing FCS agents new, up-to-date programs, curricula, and information on food and nutrition topics.</td>
</tr>
<tr>
<td><strong>Year 4</strong></td>
<td></td>
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<tr>
<td><strong>Year 5</strong></td>
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