

**PROGRAM REVIEW IMPLEMENTATION PLAN
PROGRESS REPORT
Department of Dietetics and Human Nutrition
2018-2019**

Recommendations:

1. Solidify Chair position as permanent appointment.

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

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

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

Results: After reopening the Assistant Professor position (left open from a recent retirement), a strong pool netted a culture diversity specialist who will bring potential grant funding and academic and Extension programming to DHN. The position was filled with a start date of August 1, 2016. A Lecturer position left open after a faculty member became an Assistant Professor was filled January 1, 2016 with a Physician Assistant. She will bring valuable shadowing opportunities for over two dozen DHN students interested in careers in medicine. Another Lecturer position was filled August 16, 2016 with an individual who has up-to-date medical nutrition therapy and human resource expertise. This will significantly impact our ACEND-accredited Dietetics major. Upon the retirement of an Extension Associate, a well-qualified individual with nutrition and entrepreneurial experience started September 15, 2016. In addition, one faculty member was promoted to Associate Professor with tenure.

Analysis of results and reflection: DHN was able to find innovative persons to keep our academic coursework and ACEND accreditation up-to-date, offer service opportunities to students to improve their options of being accepted into advanced professional schools and increase our DHN and faculty research agenda.

Ongoing improvement actions: With the largest number of owned instruction hours and the highest faculty to student ratio, investing in personnel resources to allow faculty and staff to continue FIRST (Focus, Innovation, Respect, Success, Teamwork) -rate academic, research and outreach community endeavors, collaborations and student opportunities continues to be important. At this time, this

recommendation is complete.

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

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

Results: The new graduate program name of Nutrition and Food Systems and new course offerings were approved by the Senate Council in May 2015. Both new courses were officially taught in 2015. Seven previously enrolled students have graduated with a MS degree in Nutrition and Food Systems and DHN has accepted 21 students into the program in 2015 and 2016.

Analysis of results and reflection: There is a higher percentage of interest in the DHN MS in Nutrition and Food Systems with accepted students having a higher GRE writing score than previously experienced.

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

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

This recommendation is complete. Faculty members are dedicated to finding innovative solutions to real-world problems addressing the state of Kentucky, our nation at large, and beyond. The long-term goal is to reduce the risks of obesity and chronic diseases and to contribute to evidence-based best practices in the profession of dietetics and human nutrition. Faculty continue to work on goals set in the \$1.8 million Centers for Disease Control Grant - Collaborative Environment Approaches to Reduce Obesity Disparities in Kentucky; \$800,000 National Coordination Center for Regional Nutrition Education Centers of Excellence; Social media research monies within the USDA Supplemental Nutrition Assistance Program Education; and \$2.5 million USDA Rural Child Poverty Nutrition Center. An additional \$724,449 funding was secured in 2016 from the National Institute of Environmental Health Sciences, National Institute of Food and Agriculture and the Kentucky Department of Agriculture.

Although this recommendation is complete, faculty continue to be involved in grant funded projects to improve the health of Kentuckians. DHN faculty will provide the evaluation piece for an \$800,000 NIFA Community Foods Project to build capacity between farms and food banks. In addition, DHN continues to be awarded funding (\$25,000) to support the Kentucky Hunger Initiative through an USDA Specialty Crop Block Grant. NIEHS Superfund grant funding (\$107,000) is contributing to improving

the fruit and vegetable consumption of the aging in counties facing environmental contamination. Even our students from UK Campus Kitchens received a \$40,000 UK Sustainability Challenge Grant.

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

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

Results: DHN faculty uses technology to disseminate education materials in the form of web sites, publications, and distance learning programming. Twenty-eight distance learning workshops were offered this year, with an updated video section. Two workshops with a technology component were presented. Conference calls, especially as related to collaborating Kentucky counties involved with grant projects, continue to provide a budget-friendly means of communicating essential information. Two Extension publications were published online for FCS Extension Agent and clientele use.

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

Ongoing improvement actions: Distance learning workshops and training workshops will continue to be offered to FCS Extension Agents. Use of social media and podcasts are now routine in FCS Extension with active participation by DHN faculty and staff. This recommendation is complete.

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

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

Results: Publications headers and footers continue to be updated and revised in keeping with CAFE's policy. Timely reviews of agent written publications and curriculum is becoming more common.

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

Ongoing improvement actions: This is a never-ending and ongoing improvement action by faculty. We now have a streamlined publication process implemented by new FCS Administrators to process new and revised publications. We continue to

routinely adapt high-quality programs from other states. Ten new DHN Extension publications were peer-reviewed and made available to FCS Agents. Four publications were revised. Graduate students doing community rotations in DHN participated with Regular Title Series Faculty to create eight new Extension publications known as the Body Balance Series. Extension information releases are published on a quarterly basis.

With support from FCS Extension, we were able to review and update all DHN Extension publications. Graduate students continue to assist with Extension publications. Our materials are now up-to-date in Summer 2019 and this recommendation is complete.

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

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

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

Analysis of results and reflection: Since the renovation of 207 Funkhouser, Campus Kitchens at UK and UK SSTOP Hunger has utilized the space to feed the hungry. As of May 2016, CKUK had served 5,220 meals from 6,705 pounds of rescued food, and served an average of 302 clients per month. Over 200 students from across campus volunteered 8,669 hours. As a result, out of 51 Campus Kitchens from across the nation, CKUK was awarded the 2016 Campus Kitchen of the Year designation. DHN 304, Experimental Foods, uses the classroom space for student and faculty educational and research needs. Currently, audio video equipment is being added to this laboratory space. In addition, the Bodpod Room, located in 117 Funkhouser is being gutted and retrofitted for additional research assessment.

Although this plan is complete as written, DHN continues to improve existing facilities to enhance student experiential learning and engagement and expand faculty opportunities. A previously unused lab (309 Funkhouser) was converted to an enlarged graduate student study and research lab. A wall is in the process of being removed between 115-116 Funkhouser to provide a DHN smart classroom for 40 that will replace the previous 209B Funkhouser lecture space for 20. This space has become two faculty offices with a staff office in front. Although 116 Funkhouser is complete, retrofitting of scientific analysis equipment is ongoing.

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

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

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

Results: All faculty members participated in at least one professional opportunity, attending professional conferences, learning workshops, or webinars this year. Core values of FIRST will drive a student-oriented environment. This year DHN faculty competitively were chosen to attend the prestigious SEC Academic Leadership Development Program and Neurogastronomy Culinary Medicine Program. One staff member received a scholarship to attend College Business Management Institute. .

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

Ongoing improvement actions: FIRST core values continue to direct our student- and faculty-centered efforts. We continue to build a cadre of dedicated faculty and staff who keep service as a priority and demonstrate academic excellence consistently. We hired two new faculty, a new business officer, and new community outreach coordinator during 2018-2019. We have ongoing activities to ensure a good team environment.

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

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

Results: A Senate-approved DHN enrollment management plan was implemented fall 2014 and we continue to monitor the effectiveness of the program. Students are now considered pre-dietetics or pre-human nutrition until core course-work has been completed with a minimum 2.8 GPA before becoming a major in the department. Around 14 pre-dietetics students did not earn at least a 2.4 cumulative GPA and were sent progression requirements needed to improve. 100% of the 120 dietetics students in our upper-level dietetics courses have a GPA of 2.4 or higher, with 83% above a 3.0 and no one had below a 2.6. DHN's Academic Coordinator was recognized as the Ken Freedman Outstanding Professional Advisor, indicating that students appreciate our student-centered learning, discovery and engagement opportunities.

Analysis of results and reflection: DHN will continue to monitor the effectiveness of enrollment management efforts with a realization of positive results to improve student success.

With the addition of a Communications and Marketing Specialist we have been able to create a new web page and are now working on a new student recruitment campaign.

Ongoing improvement actions: The Academic Coordinator and Director of Undergraduate Studies will be responsible for collecting data for further evaluation. This system seems to be working well. We will continue to work on recruitment of high-quality students for our programs. The new Certificate in Food Systems and Hunger Studies and our work with Campus Kitchen are attracting many passionate, highly motivated students. This recommendation is complete.

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

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

Results: DHN 318 Hunger, Food Behavior, and the Environment, DHN 319 Seminar in Hunger Studies, and DHN 320 Experiential Learning in Hunger Studies became official available courses and will become the basis for a Certificate in Hunger Studies. The Certificate became available to undergraduate students across the university in Fall 2018. A qualified individual was hired to begin converting existing graduate courses into an online format with the assistance of dedicated faculty. Eight graduate students completed theses in DHN's Nutrition and Food Systems; they are all employed or continuing in professional school.

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. There is a need nationally for more PhDs who are Registered Dietitians and for more online education opportunities. We will develop an online MS degree and explore proposing a PhD degree in Community Nutrition and Food Systems.

We now have an undergraduate online certificate in Food Systems and Hunger Studies and collaborated with Colleges of Health Sciences and Medicine on a graduate certificate in Applied Nutrition and Culinary Medicine. We continue to work toward an online MS and PhD proposal.

Additional Internal Recommendations as of October 2015

New Recommendations:

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

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

Results: The Director of Community Outreach and select faculty continue to support the work of students in repurposing food to feed the hungry in our community through Campus Kitchens at UK and SSTOP Hunger. DHN students have a variety of activities to participate in from the Annual Hunger Summit, Universities Fighting World

Hunger and the Food Waste and Hunger Summit, the Food Connection's Food at Lunch Forum and Gathering at the Table Dinners, as well as foods related education abroad to Ghana and the Academy of Nutrition and Dietetics Food and Nutrition Conference and Exhibits. DHN 318 Hunger, Food Behavior, and the Environment, DHN 319 Seminar in Hunger Studies, and DHN 320 Experiential Learning in Hunger Studies became official available courses and will become the basis for a Certificate in Hunger Studies that has been entered in the system for Senate approval. The Certificate in Food Systems and Hunger Studies is now enrolling students. Renovations of the FB 210 foods laboratory space are now completed.

Analysis of results and reflections: The student-driven Campus Kitchen at UK and SSTOP Hunger organizations are cutting across university disciplines and increasing participation of students in hunger-related issues. Hunger initiatives have now been fully integrated into the operation of DHN in a sustainable fashion.

Ongoing improvement actions: DHN faculty is committed to continuing to offer hunger related experiential learning activities and opportunities with collaborative partners across disciplines. This recommendation is complete.

Next spring March 19-20, 2020 we will host the 15th Anniversary Universities Fighting World Hunger Summit on the UK campus.

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

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

Results: The chair met with a CAFE Advancement officer to determine a development plan for the future. Our first DHN Alumni Reception will occur fall 2016. Funds will go to an unrestricted Student Success Fund. Donations from Lemon Tree will continue to fund the Lemon Tree Scholarship Fund while the other half of the donations will go to the Student Success Fund. The Bastin Family Scholarship Fund and the Abby Marlatt DHN Community Outreach Fund is ready to move forward for approval from the Board of Trustees.

Even though this plan is complete, continued efforts have improved the scholarship availability for DHN students. A DHN Development plan found the establishment of a DHN Student Success and Abby Marlatt DHN Community Outreach Fund bringing the total gifts to \$106,000 for the year. Donations from Lemon Tree are funneling into the DHN Student Success Fund to ensure student experiential learning through academic, research and travel opportunities can be fulfilled now and in the future. The first DHN Alumni Reception was attended by 50 individuals. After the leadership team was announced, it was determined that alumni would prefer the establishment of a networking group instead of a fund raising group. Additional development opportunities are still being explored.

Analysis of results and reflections: DHN will follow Advancement Office advice on best methods to raise funds needed for faculty, student and community outreach professional activities, as well as monies to remodel or improve laboratory spaces

throughout DHN.

Ongoing improvement actions: The DHN faculty is committed to bringing in funding for scholarship and hunger related student learning opportunities. The fundraising plan is in place and therefore this recommendation is complete.

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

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

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

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

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

Additional Internal Recommendations as of October 2016

14. Develop and Implement a DHN Coordinated Program in Dietetics 3+2 Masters Program and Dietetic Internship Combination.

Assessment method: ACEND, our accrediting body, has called for a Master's degree to be completed BEFORE a dietetic internship can be completed or in combination by 2024. DHN will develop and implement a practice focused 3+2 combination program to replace our undergraduate BS in Dietetics (plan B).

Results: A committee was formed to research DHN Coordinated Program in Dietetics 3+2 Masters Program, and to evaluate the trends regionally and nationally in development of these programs. It was determined that this was the way for DHN to proceed.

Analysis of results and reflection: With research completed, the committee will continue in the development of the program for DHN faculty approval.

Ongoing improvement actions: With the research in hand, a new hire will concentrate on transitioning current graduate coursework into online format for eventual approval by the University Senate. DHN faculty will begin to develop the program that meets ACEND accreditation standards and the needs of future dietetic students. We continue to work toward this transition and will be well-prepared for the change.

We are preparing for the Accelerated Coordinated Program (3+2 and MS) and plan to accept students into the program with the freshman class of 2020.