

FACULTY OF KINESIOLOGY UNIT REVIEW

Summary Report

The Site Visit of the Unit Review Team to the Faculty of Kinesiology took place from March 26-28, 2017. The Unit Review Team consisted of:

Jerome Dempsey, University of Wisconsin

Janice Causgrove Dunn, University of Alberta

Robert Boushel, University of British Columbia

Shelly Russell-Mayhew, University of Calgary, Werklund School of Education

Following the Site Visit the Unit Review Team prepared a written report containing comments and recommendations. The Faculty of Kinesiology has

third and final strategy “to strengthen and expand collaborative relationships within the Faculty and with the external community” is clearly occurring and there is great potential for more. Undergraduate students, graduate students, administrative, support, and technical staff that we met with commented consistently on the positive work environment. They conveyed that they are

Faculty Response:

The review noted that the Dean has numerous direct reports (three Associate Deans, Directors of seven 'business units', and partners in IT, HR and Finance). As noted, an executive director position was created to manage the seven business units. It proved ineffective and was, as a result, short lived. The recommendation to create the appointment of a new Associate Dean position (Integration and Community Engagement) will not be acted on immediately, but will be considered again when there is consistency in the Director positions (a new Dinos Athletic Director has been hired and will be in place, January 2018. Interviews for a new Director of Operations, Sport Medicine Centre, will take place in December, 2017).

Action step:

- x Will continue to discuss further with faculty senior leadership (three Associate Deans)

Recommendation 3: Develop an implementation strategy for faculty wide cooperation in interdisciplinary research, and a related strategy for mentoring, teaching and cultural activities which emphasizes inclusivity among all faculty.

Faculty Response:

The review recognized that the culture with the faculty has improved over the last five years but noted that work still was needed. As noted, the Faculty's Strategic Research Plan with four research themes (Musculoskeletal Health and Movement Science, Injury Prevention, Sport Medicine and Rehabilitation, Exercise Physiology and Nutrition in Health and Sport, and Psychosocial Aspects of Health and Sport) ensures that each academic faculty member has alignment with at least one primary research theme.

Action steps:

- x While the four research themes have a designated leader and several of the theme groups have begun to meet with the purpose to (i) discuss teaching philosophy (ii) ensure that appropriate material is covered at both the undergraduate and graduate level courses, and (iii) reflect on ways to discuss research and increase interdisciplinarity across the four themes, it appears terms of reference, clarity of purpose, and a schedule to be implemented.
- x Seminars by each of the four research themes will be advertised and open to all faculty and, when appropriate, advertised to the campus community
- x Within the graduate curriculum review process (see recommendation 5), a common seminar for all graduate students will be considered (as per recommendation). However, the faculty currently runs postdoctoral seminars, a Dean's lecture series, and the four research theme seminars.
- x Funds will continue to be provided to the Graduate Students' Association to ensure several social and learning seminar opportunities that will bring all graduate students together
- x Mentorship- to date, an informal mentorship process has been in place in the faculty. A formal mentorship program will be created in the coming year given the number of new, young academic hires.

Recommendation 4: Expand undergraduate student enrolment by 100-200 students pending the provision of identified resources needed to support the additional students.

Faculty Response:

The reviewers noted the extensive experiential learning opportunities present in the faculty and the strong support, personally and academically, from both staff and faculty. The review also noted the strong demand for an undergraduate degree in kinesiology. The suggested enrollment could be increased by 100-200 students, under certain conditions, new faculty hires and additional laboratory space. Given current budgetary constraints, no new academic hires are anticipated. However, new faculty members replacing retiring faculty members will increase our graduate enrollment numbers substantially.

Action step:

- x When an opportunity arises for an additional number of new students, the Faculty of Kinesiology will apply for funding for new academic positions. Specifically for labs, would need to be considered at that time.

Recommendation 5: Conduct a curriculum review of graduate programs.

Faculty Response:

Action Step:

- x A review of the graduate programs (MSc, MKin, and PhD) will be conducted over the next year (course content in MSc and PhD, optional courses etc.).

Recommendation 6: Develop an international recruitment strategy in concert with the overall University strategy, and establish criteria for the strategic selection of suitable international exchange partners.

Faculty Response:

The faculty currently has two new formal international exchanges being finalized with University of Bath, UK (graduate, postdoctoral scholars) and Norwegian School of Sport Sciences (NSSS) (undergraduate, graduate, postdoctoral scholars).

Action Steps:

- x Finalize the two agreements with University of Bath and NSSS. It is anticipated with NSSS we would have 50 Norwegian undergraduate students per year
- x A scholarship program will need to be explored to fund our own student exchange to Norway
- x A committee be struck, as part of our research committee (SRIC) or our undergraduate

Faculty Response:

There is a faculty commitment to revitalize the SMC and ensure its integration with the Faculty and the faculty's Strategic Research Plan. Faculty members currently within the SMC are part of one of the four research themes, Injury Prevention, Sport Medicine/Rehabilitation. A Unit Review was completed in 2011, and two recent reviews, (in 2017) were commissioned to look at SMC issues overall and the more specific issues related to physiotherapy. In addition, experts from the University of Calgary's HR and legal groups have been engaged to examine the best way forward. Recently, two staff meetings were held to ensure all employees understand the vision of the SMC and have an opportunity to provide feedback on the current issues.

Action Steps:

- x The position of Director, Operations of SMC, has been posted and it is anticipated that this individual will provide much needed leadership and direction for staff, physiotherapists and physicians
- x The work is ongoing with the AUPE to ensure the unionized staff work effectively within the environment
- x A draft Memorandum of Agreement (MOA) has been created with the intention to allow an academic faculty member (clinician/scientist) to work one day per week within the clinic (issue has been academic member cannot be AUPE)
- x Work has been initiated to resolve the IT needs for SMC

Recommendation 8: Expand alumni engagement in a planned, strategic manner to increase career opportunities and promote the value of a kinesiology degree.

Faculty Response:

A strong relationship with our alumni is critical and part of the University of Calgary's Eyes High strategy. This relationship is built out of the Dean's office along with the faculty's Director of Development.

Action steps:

- x Set a meeting with the Faculty Alumni Association to develop a strategic plan for increased alumni engagement
- x Continue to support and grow KINdustry evening (primarily for undergraduate students). An alumni wine and cheese is integrated into the evening
- x Set a meeting with University of Alberta and other Alberta kinesiology granting institutions to discuss how to promote the degree and consider the advantages/disadvantages of becoming a regulated profession (consider conversations with Ontario institutions given it is now a regulated profession in Province of Ontario)

Recommendation 9: Explore potential funding models leading to new facilities (including a fieldhouse) to address critical space shortage.

Faculty Response:

- x Research with new academic faculty, there is an increased need for laboratory space and space for an increased number of graduate students
- x