

**Program Review
Weber State University
Health Promotion & Human Performance Management
March 5, 2009**

Reviewers

Health Promotion:

Gordon B. James (Weber State University Health Education Program Director, retired)

Rochelle Gates (Weber –Morgan Health Department)

Ken Johnson (Weber State University, Assoc. Dean of Health Professions)

Human Performance Management:

Dr. Dennis Nelson (Utah State University)

Peggy Saunders (Weber State University, Teacher Education)

Lauri Judkins (Weber School District)

Kraig Chugg (Weber State University, Health Sciences)

Program Description

The department of Health Promotion and Human Performance Management includes degrees in Athletic Training, Nutrition, Health Promotion, Physical Education and Human Performance Management. In order to provide better focus for its program review, it involved a larger number of reviewers in split into two review teams, each focusing on one of the two major divisions: Health Promotion and Human Performance Management.

Faculty & Staff

The department of Health Promotion and Human Performance Management has one department chair filled by a tenured faculty member given release time from their teaching load. The department has one full-time staff member who assists with secretarial support. The department relies heavily on adjunct instructors.

Faculty Statistical Summary
(data provided by Institutional Research)

| | | | | | |
|--------------------------------|-------|-------|-------|-------|-------|
| Faculty FTE Total ¹ | 43.88 | 43.39 | 40.62 | 41.79 | 41.90 |
| Adjunct FTE | 29.57 | 28.42 | 25.23 | 25.76 | 26.37 |
| Contract FTE | 14.31 | 14.97 | 15.39 | 16.03 | 15.53 |

¹. Faculty FTE is the aggregate of contract and adjunct instructors during the fiscal year. Contract FTE includes instructional-related services done by "salaried" employees as part of their contractual commitments. Adjunct FTE includes instructional-related wages that are considered temporary or part-time basis. Adjunct wages include services provided at the Davis campus, along with on-line and Continuing Education courses.

Students

While the majority of the students taking classes in these programs are non-majors who take classes to fill general education requirements and broaden their university experience, an increasing number of students are majoring in these disciplines as new employment options have emerged in recent years.

Student Statistical Summary (data provided by Institutional Research)

| | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 |
|---|---------|---------|---------|---------|---------|
| Student Credit Hours Total ¹ | 26,060 | 25,533 | 25,049 | 24,322 | 25,390 |
| Student FTE Total ² | 868.67 | 851.10 | 834.97 | 810.73 | 846.32 |
| Student Majors ³ | 281 | 277 | 340 | 285 | 419 |
| Program Graduates ⁴ Bachelor Degree | 59 | 50 | 72 | 66 | 82 |
| Student Demographic Profile ⁵ | | | | | |
| Female | 175 | 165 | 184 | 146 | 211 |
| Male | 106 | 112 | 156 | 139 | 208 |
| Student/Faculty Ratio ⁷ | 19.80 | 19.62 | 20.56 | 19.40 | 20.20 |

- ^{1.} Student Credit Hours Total represents the total department-related credit hours for all students per academic year. Includes only students reported in Banner system as registered for credit at the time of data downloads.
- ^{2.} Student FTE Total is the Student Credit Hours Total divided by 30.
- ^{3.} Student Majors is a snapshot taken from self-report data by students in their Banner profile as of the third week of the Fall term for the academic year.
- ^{4.} Program Graduates includes only those students who completed all graduation requirements by end of Spring semester for the academic year of interest. Students who do not meet this requirement are included in the academic year in which all requirements are met. Summer is the first term in each academic year.
- ^{5.} Student Demographic Profile is data retrieved from the Banner system.
- ^{6.} Student/Faculty Ratio is the Student FTE Total divided by the Faculty FTE Total.

Observations and Recommendations

Strengths

Health Promotion

- a. The Healthy Lifestyles general education course provides significant information to many students about health maintenance and disease prevention.
- b. The department has successfully maintained a large number of both general education and professional courses.

- c. The integration of grant writing in upper division major courses meets an important student need.
- d. Close coordination with the Department of Health Administration has allowed for a wide range of course offerings.
- e. Student advisement is significantly improved.
- f. Teaching facilities are superb.
- g. The program maintains significant links to the local community.
- h. The program utilizes a wide array of instructional modalities.
- i. The department actively supports students taking the Certified Health Education Specialist (C.H.E.S.) national exam. This past year, 100% of the department's students who sat for the exam passed.
- j. The faculty has effectively engaged students in undergraduate research including grant writing.

Human Performance Management

- a. Strong administrative support.
- b. The remodeling of the Swenson Gymnasium has provided excellent facilities.
- c. The program is very collegial and supportive.
- d. The faculty has diverse training and skills.
- e. The faculty are very approachable and supportive of students.
- f. The department integrates many classes from other programs to avoid duplication.
- g. The department has instituted a number of successful curriculum changes.
- h. The internship program is an important way of training students to effectively enter the workforce.

Weaknesses and Recommendations

Health Promotion

- a. The department needs an additional faculty member.
- b. The department needs to monitor the use and evaluation of adjuncts.
- c. The department needs to place continuing emphasis on ongoing communication with the Department of Health Services Administration.
- d. The department needs to more effectively assess student learning objectives.
- e. The department should consider seeking national accreditation for the Health Promotion major.
- f. The department should provide more opportunities for students to take the C.H.E.S. exam.
- g. The department should consider developing degrees in occupational health promotion and in school health.
- h. The department should develop an advisory committee.

Human Performance Management

- a. The department should more effectively track graduates.
- b. The department should formalize the integration of new full and part-time faculty.
- c. The Sports and Recreation Services area should increase course offerings to provide greater flexibility for students.
- d. The department should consider ways to relieve the overloading of the current departmental adviser.
- e. The department should encourage greater technological competence of the faculty.
- f. The department should encourage greater diversity of programs in student internships.

- g. The department's laboratory equipment needs to be updated.
- h. The department needs to administer the graduate survey in a way that provides better inferential data.
- i. The department should consider program changes that would encourage students to develop greater foundational knowledge of inorganic, organic and biochemistry and in anatomy and physiology.

Institution's Response

Health Promotion

- a. While hiring an additional faculty member may not be possible in the current economic environment, expected retirements may provide a way to reallocate the load, particularly of the students involved in internships and student teaching.
- b. The department has identified ways of providing more consistent supervision and evaluation of adjunct instructors.
- c. The department is meeting regularly with the department of Health Services Administration to ensure more appropriate communication.
- d. The department is working explicitly on improving their assessment of student learning.
- e. The department is evaluating the possibility of pursuing national accreditation for the Health Promotion major this next school year.
- f. The department is now providing additional opportunities for students to sit for the C.H.E.S. exam.
- g. The department is interested in expanding the degree offering to meet local needs, but must wait until additional resources can be developed before pursuing those additional offerings.
- h. The department is developing an Advisory Board.

Human Performance Management

- a. The department is working with the Alumni Association to develop a database that will allow it to better track graduates.
- b. The department believes that the existing programs for integrating faculty were misunderstood by the evaluators. The department will begin meeting each semester with all adjuncts to ensure greater pedagogical assistance.
- c. The department can't currently expand the offerings in Sports and Recreation without increasing the faculty.
- d. Students will be assigned to faculty advisers to decrease the load on the departmental adviser.
- e. The department has not been aware of technological incompetence of faculty, but will explore that issue to determine whether there are real needs in this area.
- f. The current internship structure may be difficult to alter, since it is designed to increase student focus in the later internship experiences.
- g. The laboratory equipment does need to be updated and will be as funds become available.
- h. The department is working to improve the system of graduate evaluation to enhance the inferential value of the data.
- i. The department will modify the curriculum will to more closely articulate with other appropriate coursework.