

Jerry and Vickie Moyes College of Education

Department of Health Promotion and Human Performance

Human Performance Management Program Review

Dean's Response

I appreciate all of the work that has gone into this program review. Thanks to the Human Performance faculty for putting the Self-Study document together, the review team for reviewing the printed materials, for taking the time to meet with faculty, staff and students on campus, and for summarizing their findings for the program faculty. The feedback given by the review team members will be very helpful as the Human Performance Management faculty continue their ongoing efforts towards program improvement.

By the very nature of its' design, the Human Performance Management Program's strengths are also its' weaknesses. The fact that it is interdisciplinary in nature means that faculty from several different areas of expertise bring that expertise to bear in the program. On the flip side, the interdisciplinary nature of the program means that many of the faculty who teach courses in the program do not have a commitment to the program beyond the class/s that they teach. Also, the fact that a student is provided some freedom in developing an individualized program of study, means that program outcomes are somewhat less definable. All in all, I feel that the positives of this program clearly outweigh the difficulties. Courses in the program are exceptional and the program as a whole provides both breadth and the option of a flexible, personalized degree program for students who have a variety of career interests. Without this program, these students would be forced to complete a degree that would not really fit those interests, or help them pursue their career aspirations.

Challenges in the areas of faculty support and program director load are noted. A series of one-year faculty, filling in for a faculty position within the program, has exacerbated the problem of faculty depth within the program, as well as put a heavier load on the program director. The addition this fall of a second tenure track faculty member as well as the addition last year of a internship coordinator will help immensely. Also, as the internship coordinator gains more experience with the program, communication with students regarding internship opportunities will improve. Continued open communication between program faculty and with others whom contribute to the program is acknowledged as a very important factor to the continuing health of the program.

As mentioned in the program director's response, all other recommendations for improvement by the team are either under consideration, many with action plans already in place, or appropriate responses will be considered and acted upon by the department faculty over the course of the upcoming academic year. Dr. Turley will collect a full report on decisions made, and actions taken by the program faculty in response to this review, and will include it in her 2014/15 department annual report.

As Dean of the Jerry and Vickie Moyes College of Education I am strongly committed to the ongoing support of the Department of Health Promotion and Human Performance and the Human Performance Management Program. I feel that this is a unique program that is responsive to a variety of high need areas both in the community and in the corporate world.

Again, thanks to all who have contributed to this program evaluation and kudos to the faculty, staff, and chair of the Department of Health Promotion and Human Performance for all the great work they do and a special thanks to Dr. Molly Smith for spearheading preparations for and responses to this program review.

Jack L. Rasmussen, Dean
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