

# Internal Reviewer Review Report

## B.S. and M.S. in Kinesiology

### California State Polytechnic University, Pomona

The purpose of this internal review of the B.A. and M.S. in Kinesiology programs is to provide an unbiased examination of the quality of education and service in the program, and to identify opportunities for improvement and growth. After carefully reviewing the program’s Self Study, we took part in a campus visit on April 4<sup>th</sup>, 2023, with the Kinesiology Department. This report is divided into sections based on the lines of inquiry and highlights the strengths, challenges, and recommendations.

Inclusive Polytechnic Identity	<p>Strengths</p> <p>The department has the same core values as the College of Science: Curiosity, integrity, collaboration, inclusivity, and innovation. The vision and mission of the department are also very closely aligned to those of the college and the university.</p> <p>Perhaps the element of experiential, hands-on learning is not as strongly captured in the Mission/Vision/Values statement of the department as it is at the university level. However, experiential learning seems very well reflected in curricular and co-curricular programs, especially after the curricular redesign undertaken in 2020 in the graduate program. For example, the department implemented IGNITE (Innovative, Growth, Networking, Inquiry, Transformative &amp; Experiential) initiative, 2 units in designated experiential learning courses that students can meet by choosing among a diversity of options.</p> <p>The department has many courses and co-curricular activities that reflect CPP’s inclusive polytechnic identity:</p> <p>Undergraduate students start <b>applying knowledge, critical thinking</b> and <b>problem solving</b> throughout the curriculum, starting at lower division courses, such as KIN 2290. The department offers multiple opportunities for <b>career preparedness</b>, such as KIN 4410, an internship program that is required for all students in the general option. For those interested in pursuing graduate study in kinesiology, the department offers KIN 4610 Senior Project, so that students can develop their research skills. Students in the education option can develop their teaching skills by teaching at I-Poly High School. In addition, the department clubs host guest speakers that expose students to a diversity of careers related to kinesiology and health promotion. Graduate students are required to take KIN 5940: Practicing Professional Competencies. The department also exposes students to <b>diverse and multi-disciplinary perspectives</b>, even more so after the curriculum redesign process, when every ECO was updated to include diverse perspectives where possible. Finally, students engage in <b>collaborative learning</b> in many of the major core classes within the department, as well as in the two student clubs. The Graduate Teaching Associate (GTA) mentorship program for graduate students employed by the</p>
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		<p>department as GTAs provides a supportive, collaborative learning community for students interested in developing their pedagogical skills.</p> <p>One co-curricular initiative that exemplifies the polytechnic identity is an Elementary PE Workshop hosted annually by KHP, where both undergraduate and graduate students work with local disability sports groups. Another crucial co-curricular activity is the Motor Development Clinic, where graduate and undergraduate students have the opportunity to apply skills and knowledge they have learned in their coursework studies.</p>
	Challenges	<ul style="list-style-type: none"> <li>The reviewers have not identified any challenges in this area.</li> </ul>
	Recommendation	<ul style="list-style-type: none"> <li>Add some verbiage in the mission or vision (or perhaps in the values) regarding hands-on learning, learn-by-doing, or experiential learning, not only to strengthen the aligning with the university but also to better reflect what the department offers to students.</li> </ul>

<b>Department Structure and Organization</b>	Strengths	The department has recently revised their RTP document to ensure the work is shared in an equitable manner across faculty. During the 2022 Fall Conference, department faculty contributed to a discussion on committee structure in the department, and the appropriate distribution of committee work among faculty. Committee work distribution is now more intentional and purposeful.
	Challenges	Efforts to ensure more equitable work among the different faculty members are relatively recent. The department recognizes that this is a work in progress.
	Recommendation	The reviewers encourage the department to revisit their discussions regarding the expectations of committee work annually to ensure that an equitable distribution among all faculty is achieved.

<b>Assessment</b>	Strengths	<p>The B.S. in Kinesiology program conducts regular SLO assessments and is in the process of reviewing their assessment plan to adjust to the newly revised curriculum.</p> <p>Some key findings from assessment:</p> <ul style="list-style-type: none"> <li>• Identified the need for more intentional embedding of diversity, equity, and inclusion content across the core curriculum.</li> <li>• Increase avenues for students to engage in experiential learning opportunities.</li> <li>• Streamlining of the education option courses to reduce repetition and redundancy.</li> <li>• Address student knowledge gaps by introducing new course content.</li> </ul>
	Challenges	Assessment during curricular change is always challenging because previous assessment plans and procedures are no longer valid. However, curricular changes are part of the closing-the-loop, and, therefore, validates making changes at any point in an academic year.
	Recommendation	Continue your strong efforts in implementing an assessment plan and procedures that fit the new curriculum.

GI 2025	Strengths	<ul style="list-style-type: none"> <li>• The data provided shows that latest graduation rates are at or above GI 2025 goals: Six-year graduation for first-year students averages around 74%.</li> <li>• Four-year graduation rates for first-year students average just over 30%, below the 40% GI 2025 target. However, this figure has been rising in the last three years, from 26% to 44%.</li> <li>• Four-year graduation for transfer students averages 76%, a little below the 85% GI target but with a clear raise in the last 7 years, from 70% to 86%.</li> <li>• Two-year graduation for transfer students has experienced a steep raise, from 8% for students who entered in 2013, to 52% for students who entered in Fall 2019.</li> <li>• The equity gap between URM and non-URM has varied since the cohort entering in 2015, with an apparent increase for those first-year students who started in 2015. The equity gap between Pell-recipients and non-Pell-recipients is not apparent.</li> </ul> <p>The KHP department has taken several steps to improve student persistence and graduation rates, and the opportunities for students to graduate on time are in place: e.g., there are no bottleneck courses, and students have been given more flexibility in terms of electives. In addition, the department holds department level advising for both career and academic success. In addition, KHP department created a Diversity and Equity Committee, composed of students, staff, and faculty, which the purpose to hear directly from students, without bias or interference, to understand how faculty and staff can better identify student needs and be more inclusive to all KHP students.</p> <p>In fall 2022, Dr. Gyasmine George-Williams was hired as part of the Ethnic Studies Affinity Faculty Cluster. The department recognizes this position as a key element of KHP’s ongoing efforts to ensure their diverse student population flourishes.</p> <p>KHP faculty have also participated in CPP’s Career Success Ally Program. Dr. Killick served as the PI for a SPICE grant to develop the Vocab Lab to assist KHP students who are struggling in vocabulary dense undergraduate courses.</p>
	Challenges	<p>The department curriculum supports timely graduation of its students, but the department recognizes that some students are not in a position to complete a specific number of full-time units each semester because of family or work commitments or simply by choice. This is a dynamic that is a challenge to graduation rates across campus; it is not a challenge faced solely by the KHP department and is out of any department’s control.</p>

	Recommendation	Continue their strong support of all students in their department. Perhaps develop a formal plan to connect with students individually who are not making significant academic progress simply to confirm their academic goals. Keeping track of information discussed with individual students would support sharing with other academic advisors so that students are not continually repeating the same information each semester or year in which connections are made.
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<b>Graduate Program</b>	Strengths	<ul style="list-style-type: none"> <li>• For their culminating experience, students can choose to complete a thesis, a project, or a comprehensive exam. Comprehensive exams were removed from these options between 2018 and 2021, then they were reinstated to support increasing enrollment, since faculty capacity to supervise theses and projects was limited.</li> <li>• Students no longer need to choose a faculty member for culminating experience before they enter the program because of more efficient supervisory work distribution, which allows for more flexibility. Students declare their culminating experience choice (thesis, project, or comprehensive exams), which allows faculty and students to preplan during the summer.</li> </ul>
	Challenges	<ul style="list-style-type: none"> <li>• Similar to the undergraduate program, although the graduate program is built to support students' timely graduation, many graduate students work and have family obligations and need to enroll in fewer courses each semester. In the APE option, many students complete the requirements of the credential program at the same time as the graduate program.</li> <li>• Department faculty find it difficult to teach graduate courses because of the teaching requirements for undergraduate courses.</li> </ul>
	Recommendation	Discuss and submit a request for a new faculty line so that more faculty can be allocated to teach in the graduate program.

<b>Technology</b>	Strengths	<ul style="list-style-type: none"> <li>• The website provides appropriate and updated information about the department in general (e.g., Mission, Vision &amp; Values; PLOs and SLOs), Academics (Curriculum Sheets, course offering projection), Faculty Contact, and Facilities.</li> </ul>
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		<ul style="list-style-type: none"> <li>The department utilizes a program-wide Canvas to share pertinent information with students about advising, conferences, events, etc.</li> </ul>
	Challenges	University parameters on webpage design and information that can be included is restrictive to the goals of the department and the ways in which they would like to utilize this technology tool.
	Recommendation	Work with CPP website designers to determine what the department would like to see on their webpages and how designers can meet their requests.

Support	Strengths	Both the undergraduate and graduate programs are inclusive, are supported within by their own chairs and program coordinators, clearly support all students no matter their personal barriers and regularly conduct student research. Faculty participate in conferences and other events that support their success as a faculty member at CPP and their work with students.
	Challenges	<ul style="list-style-type: none"> <li>Faculty would like more freedom when making changes to their website, specifically in page design.</li> <li>Faculty would like to see stronger communication with the university alumni association, especially when developing and delivering surveys to program completers.</li> <li>Faculty would like far better support with research projects that include human subjects, such as funds to cover meals and parking for individuals who travel to campus to participate in research activities. Faculty would also like to see this type of support for guest speakers and alumni invited to campus for various events that support faculty and student work.</li> <li>Faculty would like a more supportive structure/process of being reimbursed for expenses related to participation in professional events. Some faculty are opting out of these types of events because of the cost and knowing that reimbursements take so very long.</li> </ul>
	Recommendations	<ul style="list-style-type: none"> <li>Continue to work as a strong faculty group. The KHP department faculty clearly work well together and have open lines of communication across faculty levels and with department leadership.</li> </ul>

## Summary

The KHP undergraduate and graduate programs are highly affective programs on the CPP campus, providing students with the skills and knowledge needed to be successful in today's industries. Many of the programs M.S. students are working professionals and have experience that support their success in completing their degree. To continue to support their M.S. students, faculty are considering a suggestion from CPP administration to offer all courses asynchronously or hybrid to serve students even more efficiently. The assessment reviewers encourage M.S. faculty to continue their conversations and planning for this opportunity. There is a need for secure workspace for M.S. student projects and for financial support for projects that require working with human subjects, including stipends and paid parking for participants and guests.

There is a need for more technology tools for student projects. Students currently work in open lab spaces, meaning they must unpack and repack costly items needed for projects to keep them secure. With a secure workspace, student projects would be safe and remain in a constructed state, saving time and research efforts. For individuals working on gaming, for instance, laptops are ill equipped to handle the work necessary for complete development success. Students need more powerful computers and more computers in general to support their work.

We enjoyed reviewing the Kinesiology B.S. and M.S. self-study and meeting with the departments enthusiastic and passionate faculty. Thank you to all faculty for your hard work and dedication to your program, our students, and our campus community.

Sincerely,

Reviewer 1: Amàlia Llombart Signature/Date: *Amàlia Llombart* 05/10/2023

Reviewer 2: Kim Miller Signature/Date: *Kimberley Miller* 05.10.23