



# K-State 2025 Strategic Action and Alignment Plan (Revised March 2016)

College or Major Unit: College of Human Ecology

Department: Food, Nutrition, Dietetics and Health

**1. What are your Department’s mission and vision and how does your organization contribute to achieving the University’s vision for K-State 2025? Departments should also indicate how your organization contributes to your College’s/Major Unit’s vision for K-State 2025.**

The **mission** of the Department of Food, Nutrition, Dietetics and Health is to discover, disseminate, and apply knowledge to promote health and provide care through improved: food, behaviors, nutritional status, and physical capacity.

The **vision** of the Department of Food, Nutrition, Dietetics and Health is to enhance the well-being of people by promoting informed food choices, optimal nutrition and physical fitness.

The **overall goals** of the department are to enhance our expertise in: Athletic Training; childhood nutrition and obesity; Dietetics and food service management; lifestyle behaviors and public health; nutrition education; sensory analysis and consumer behavior. To meet the vision and mission of the department, in the context of the integration of teaching, research, and Extension at a land grant university, the following activities and expected outcomes are outlined. The department provides international experiences to to enhance the learning outcomes pertinent to meeting department goals.

**2. What are your Department’s key strategic activities and outcomes? Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes.**

Key Activities	Short Term (2014 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
<b>Theme 1. Research, Scholarly and Creative Activities and Discovery (RSCAD)</b> Objectives: <ul style="list-style-type: none"> <li>• Increase extramural funding</li> <li>• Increase multidisciplinary research</li> <li>• Publish regularly</li> <li>• Continue to support and develop signature areas</li> </ul>	T1-A Maintain current intellectual and financial capital to support RSCAD T1-B Establish clusters/centers of collaborative RSCAD focus T1-E Competitive compensation and support available to GRAs, GTAs, and GAs T1-F Establish systemic approach for UG research T1-H Enhanced visibility and appreciation for department’s RSCAD [R-2 Maintain % of research faculty with extramural funding (FY13 baseline)] [R-3 Maintain # of peer-reviewed publications]	T1-I Intellectual and financial capital in place for expanded RSCAD efforts  Increase annual research expenditures by \$100,000  Increase number of peer-reviewed publications per year by department by 5-7 [V1-CC]  Hire at least two postdoctoral fellows [V1-A]	T1-O Extramural funding and # of peer reviewed publications competitive with our benchmark institutions.  Increase annual research expenditures by \$200,000  Increase total number of peer-reviewed publications per year by 10-12 [V1-CC]  Hire three postdoctoral fellows [V1-AA]

<p><b>Theme 2. Undergraduate Educational Experience</b> Objectives:</p> <ul style="list-style-type: none"> <li>• Enhance student learning through classroom experience, international exposure and undergraduate research.</li> <li>• Enhance student support services including advising and mentoring.</li> </ul>	<p>T2-L All UG students engaged in a diversity of experiences that expand their viewpoint</p> <p>T2-A Excellent, individualized academic advising and services available to all students to support success and degree completion</p> <p>T2-F Enhanced and systematic approach for UG research</p> <p>T2-M Increased UG contributions in the creation of scholarship through research</p> <p>[T2-C Increased (5%) participation by undergraduates in research]</p> <p>T2-D Successful integration of undergraduate education and meaningful research is standard practice</p> <p>[T2-H Improved six-year graduation rates and retention ratios]</p> <p>[U5 – Increase (5%) # of students experiencing meaningful international experiences]</p> <p>T7-B Enhanced learning environments and relationships promoted by facilities and integrated activities that support interaction between students, student-athletes, and the campus community</p> <p>T7-C Enhanced integration between athletics and academics</p> <p>T7-D Increased support for academics through athletics</p>	<p>Increase total undergraduate graduation rate by 25 [V2-BB]</p> <p>U3 –Increase annual participation to 40 by undergraduates in research [V2-G]</p> <p>U5 – Increase the number of students annually experiencing meaningful international experiences to 15 [V2-G]</p>	<p>Increase total undergraduate graduation rate by 40 [V2-BB]</p> <p>U3 – Increase annual participation to 60 by undergraduates in research [V2-GG]</p> <p>U5 – Increase the number of students annually experiencing meaningful international experiences to 25 [V2-GG]</p>
<p><b>Theme 3. Graduate Scholarly Experience</b></p> <ul style="list-style-type: none"> <li>• Enhance quality of MS and PhD programs</li> <li>• Meet or exceed established Board of Regents graduation rates</li> <li>• Increase graduate student scholarly productivity</li> </ul>	<p>T3-G Broader spectrum and greater overall number of courses offered at the graduate level, especially PhD level</p> <p>T3-K Increased funding for graduate research and teaching</p> <p>[G-5 Increase (5%) in number of graduate student peer-reviewed publications (1<sup>st</sup> author)]</p>	<p>T3-M Increase number of PhD's Awarded per year by 1</p> <p>G-1 Assistantship compensation will be within 80% of peer institutions in the top 50 [V3-C; V3-D]</p>	<p>T3-P Stable funding for graduate research and teaching competitive with benchmark institutions</p> <p>T3-Q Increase the number of PhD's Awarded per year by 2</p> <p>G-1 Assistantships will be similar to peer institutions in the top 50</p>

<ul style="list-style-type: none"> <li>• A Competitive compensation and support available for GRAs, GTAs, and GAs</li> </ul>		<p>G-3 Establish an endowed Assistantship</p> <p>G-5 Increase total number of peer-reviewed publications by graduate students (as 1<sup>st</sup> author) per year by 2 [V3-T]</p> <p>Create new accredited master's degree programs in Athletic Training</p> <p>Create an accredited master's degree program in Dietetics</p>	<p>G-3 Establish at least two Endowed Assistantships</p> <p>G-5 Increase in total number of peer-reviewed publications by departmental graduate students (as 1<sup>st</sup> author) by 4 to 5 [V3-JJ]</p> <p>Graduation rates of all graduate programs will exceed criteria of the Board of Regents</p>
<p><b>Theme 4. Engagement, Extension, Outreach and Service</b></p> <ul style="list-style-type: none"> <li>• Demonstrate HN's collective commitment of service, scholarly resources, research, outreach/extension</li> <li>• Embrace and communicate the value HN provides in areas of scholarly engagement, including sensory analysis and consumer behavior, global food systems, health and well-being.</li> </ul>	<p>[T4-B Increased (10%) participation by undergraduates in expanded opportunities for meaningful Engagement experiences]</p> <p>[T4-E Maintain extramural funding for Engagement initiatives at the local, state, national, and international level]</p> <p>T4-H Exposure on a national level as a leader/partner engaged in a significant social, political, health, economic, and environmental issues</p> <p>[E-3 Increase (5%) # involved in community-based research and outreach projects]</p>	<p>T4-J Increase number of graduate students involved in Engagement by 3</p> <p>T4-E Increase amount of research expenditures for Engagement activities by \$10,000 [V4-D]</p> <p>E-3 Increase number involved in community-based research and outreach projects by 3</p>	<p>T4-J Increase number of graduate students involved in Engagement by 6</p> <p>E-3 Increase number involved in community-based research and outreach projects by 6</p>
<p><b>Theme 5. Faculty and Staff Objectives:</b></p> <p>Increase curriculum and research capacity</p> <p>Enhance Support and recognition of faculty and staff</p> <p>Support grant proposal writing</p>	<p>Add three Tenure Track faculty lines</p> <p>[T5-A Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas]</p> <p>T5-E Total compensation competitive with aspirant university and regional employers for all employees</p> <p>[F-4 Increase (5%) number of faculty participating in international experiences]</p>	<p>Secure Tenure Track faculty lines to meet or exceed the amount needed for existing and new graduate programs [V5-A]</p> <p>T5-E Total compensation competitive with aspirant universities and regional employers for all employees [V5-AA]</p> <p>F-4 Increase number of faculty participating in international experiences by 2</p>	<p>T5-J Optimal number of faculty and staff comparable with our benchmark institutions</p> <p>F-4 Increase number of faculty participating in international experiences by 4</p> <p>Have one endowed professorship</p>

**3a. What resources and/or opportunities exist for your College/Major Unit/Department to achieve its vision and outcomes?**

Limited resources currently exist to achieve all the vision and outcomes. We can maintain current rates of accomplishments with current resources. We do have funds dedicated for enhancing student advising, undergraduate research opportunities, and study abroad experiences. Recent policies were established to increase graduate student compensation. Thus, many aspects are, or will be, supported. Short term efforts are in place to increase research and curriculum collaborations to increase research funding and enrollment, which will impact future budgets.

**3b. What resources and/or opportunities are needed for your College/Major Unit/Department to achieve its vision and outcomes?**

To achieve short, immediate, and long term outcomes, we will need tenure track faculty lines in basic science, clinical and consumer sciences, and epidemiology/public health; and, we will need support to recruit and develop quality graduate students to meet expectations pertaining to graduate student outcomes. For example, to meet curriculum (at least one new graduate program for accreditation purposes), enrollment and research goals, we need to fill three new tenure-track positions over the next two years in these areas: Public Health, Dietetics, and Athletic Training. To expand and enhance international learning opportunities, the department needs to: educate some faculty about pertinent opportunities that apply to their interests and educate students about the benefits of international education. In 2016, revenue from fees were identified and committed to this effort.

**4. How do you propose to acquire the resources needed for your College/Major Unit/Department to accomplish its vision and outcomes?**

Department faculty have been very successful procuring research funding and generating student credit hours. Thus, the addition of three Tenure Track faculty members with typical department research and teaching loads of 50% research and 40% teaching should increase department grant support by about \$1,000,000 per year and will allow us to expand course curriculum to handle about 1,200 more SCH per year. It will be imperative that funds are directed to student recruitment to ensure enrollment is able to support our goals. The department will continually attempt to procure extramural funds to enhance teaching, research, Extension, and international efforts.

**5. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?  
(See below)**

**5. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics**

Links to Benchmark Metrics

Links to Common Elements

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
<p><b>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</b></p>	<p>T1-A - Increased intellectual and financial capital to support RSCAD</p> <p>T1-B - More clusters/centers of collaborative RSCAD focus</p> <p>T1-E - Competitive compensation and support available to GRAs, GTAs, and GAs</p> <p>T1-F - Enhanced and systematic approach for UG research</p> <p>T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities</p>	<p>T1-I - Intellectual and financial capital in place for expanded RSCAD efforts</p>	<p>T1-O - Extramural funding competitive with our benchmark institutions</p>
<p><b>T2 - Undergraduate Educational Experience (UEE)</b></p>	<p>T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion</p> <p>T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research</p>	<p>T2-L - All UG students engaged in a diversity of experiences that expand their viewpoint</p> <p>T2-M - Increased undergraduate contributions in the creation of scholarship through research</p>	

**Links to University Thematic Goals, Outcomes, and Metrics**

Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
	<p>T2-D - Successful integration of undergraduate education and meaningful research is standard practice</p> <p>T2-F - Effective system in place that supports and promotes teaching excellence</p> <p>T2-H - Improved six-year graduation rates and retention ratios</p>		
<b>T3 - Graduate Scholarly Experience</b>	<p>T3-G - Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level</p>	<p>T3-K - Increased funding for graduate research and teaching</p> <p>T3-M - Increased number of Doctorates Awarded</p>	<p>T3-P - Stable funding for graduate research and teaching competitive with benchmark institutions</p> <p>T3-Q - Doctorates Awarded comparable with benchmark institutions</p>
<b>T4 - Engagement, Extension, Outreach and Service</b>	<p>T4-B - Increased participation by undergraduates in expanded opportunities for meaningful Engagement experiences</p> <p>T4-E - Increased extramural funding for Engagement initiatives at the local, state, national, and international level</p>	<p>T4-H - Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues</p> <p>T4-J - Increased number of graduate students involved in Engagement</p>	

**Links to University Thematic Goals, Outcomes, and Metrics**

<b>Links to 2025 Thematic Goals and Metrics</b>	<b>Links to Short Term Outcomes (2011 – 2015)</b>	<b>Links to Intermediate Outcomes (2016 – 2020)</b>	<b>Links to Long Term Outcomes (2021 – 2025)</b>
<b>T5 - Faculty and Staff</b>	T5-A - Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas	T5-E - Total compensation competitive with aspirant university and regional employers for all employees	T5-J - Optimal number of faculty and staff comparable with our benchmark institutions
<b>T7 - Athletics</b>	<p>T7-B - Enhanced learning environments and relationships promoted by facilities and integrated activities that support interaction between students, student-athletes, and the campus community</p> <p>T7-C - Enhanced integration between academics and athletics</p> <p>T7-D - Increased support for academics through athletics</p>		