



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

College or Major Unit: Human Ecology

Department: Kinesiology

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.

Mission: The Department of Kinesiology mission is the study and application of physical activity for optimal health.

Vision: Kansas State University will house a top 5 ranked Kinesiology Department in the U.S.

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 |
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| <p><i>What we plan to do...</i></p> <p>THEME I: RESEARCH, SCHOLARY AND CREATIVE ACTIVITIES, AND DISCOVERY (RSCAD)</p> <p>Conduct research on biological and behavioral science to improve health through physical activity</p> <p>Increase the quality/impact of peer reviewed publications and scholarship</p> <p>Faculty will obtain extramural funding to facilitate their research programs and creative scholarship</p> | <p><i>What we expect to happen...</i></p> <p>Baseline: 2014-15 = avg 354 journal article citations/faculty member</p> | <p><i>What we expect to happen...</i></p> <p>There will be a 5% increase in number of journal article citations annually among research faculty demonstrating high quality/impact in health related fields [T1-4]</p> <p>There will be an increase in the number of research grants submitted annually [T1-2]</p> <p>Each year 50% of tenure-track faculty will have extramural funding to support their current research and creative scholarship [T1-2][V1-FF]</p> | <p><i>What we expect to happen...</i></p> <p>There will be a 10% increase in number of journal article citations annually among research faculty demonstrating high quality/impact in health related fields [T1-4]</p> <p>Each year 75% of tenure-track faculty will have extramural funding to support their current research and creative scholarship [T1-2][V1-FF]</p> <p>75% of tenured/tenure-track faculty will serve as editor, associate editor or on an editorial board for a peer-reviewed journal [V1-EE]</p> |
| <p>THEME II: UNDERGRADUATE EDUCATIONAL EXPERIENCE</p> <p>Provide diverse educational opportunities including research, scholarship, and discovery experiences in exercise physiology and exercise behavioral science to prepare students to be competitive for post graduate opportunities including employment and professional school</p> <ul style="list-style-type: none"> Undergraduate students will participate in one of these transformational experiences with a measureable outcome. | | <p>The Department will provide scholarships to support undergraduate research, study abroad experience, and internship opportunities [T2-3][V2-G]</p> <p>50% of Kinesiology undergraduate student will participate in at least one of these transformational experiences (listed in left column) by graduation [V2-G]</p> <p>Competitive funding opportunities will be established for travel to present externally reviewed research papers, posters [B-8, T2-1][V2-I]</p> | <p>An average of 75% of students who apply to enter pre-health professions will be admitted to post-graduate training [V2-FF]</p> <p>75% of Kinesiology undergraduate student will participate in at least one of these transformational experiences (listed in left column) by graduation [B-8, T2-1][V2-GG]</p> <p>>150 students will graduate with a Kinesiology/Nutrition Kinesiology degree each year [V2-BB]</p> |

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| <ul style="list-style-type: none"> ○ International experiences; ○ Supervised Internship; ○ Engage with a professional mentor through the CHE Professional Mentoring program; ○ Undergraduate research experience (including data conceptualization, data collection, analysis, presentation and publication) <p>Improve quality of teaching environment</p> <p>Improve the advising experience for new and prospective students</p> | | <p>Additional classrooms will be identified in Justin Hall and on campus for Kinesiology classes [T2-7]</p> <p>State of the art equipment will be in the teaching labs</p> <p>Hire a full time academic advisor for the department</p> | <p>A new building/addition will be constructed to accommodate the Kinesiology Department [T2-7]</p> |
| <p>THEME III: GRADUATE SCHOLARLY EXPERIENCE</p> <p>Prepare doctoral students for successful careers in science or industry</p> <p>Develop the scholarship of teaching among doctoral students within the department including support for the faculty mentor to supervise and support the graduate student, as well as support from other resources on campus</p> <p>Doctoral students will demonstrate substantial external peer reviewed scholarly activity before graduation (e.g. peer-reviewed publications, grant writing).</p> <p>Increase funding for graduate student scholarships and travel</p> <p>Doctoral graduates of the Department will be highly competitive for academic positions</p> | | <p>4-5 Doctoral students will teach in 200 and 300 level courses each semester [T3-5]</p> <p>Graduate teaching assistants will consistently earn high ratings (i.e., >4 of 5) on student evaluations as evidence of effective teaching; [T3-5][V3-DD]</p> <p>The Department will provide travel scholarships to support graduate students presenting research at conferences [T3-1]</p> <p>All doctoral students will have substantial external peer-reviewed scholarship before graduation (e.g., 1-3 peer-reviewed publications), in addition to presentations, abstracts [V3-T]</p> <p>Each graduate student conducting a research project (thesis, dissertation) will have presented at a minimum of one conference [V3-KK]</p> | <p>100% of doctoral students who graduate will have secured a post-doctoral fellowship, an academic appointment, or a position in industry [B-5][V3-GG]</p> |
| <p>THEME IV: ENGAGEMENT, EXTENSION, OUTREACH AND SERVICE</p> <p>Operate a functional and profitable community based fitness program (LIFE) that</p> | | <p>The LIFE program will increase participant involvement in community based research and outreach projects [T4-5]</p> | <p>An endowed scholarship to help support students (undergraduate/graduate) will be established from resources from the LIFE program [T4-1]</p> |

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| <p>provides services to members of the university and the community</p> <p>Conduct social and behavioral research to improve population health through the delivery of community-based intervention programs</p> | | <p>The Department LIFE program will have >200 active members [T4-5]</p> <p>Members participating in CrossFit classes will increase by 15% [T4-5]</p> <p>>5 scholarships will be awarded from resources from the LIFE program [T4-1]</p> <p>>5 undergraduate students/year will complete an internship through the LIFE program [T4-1]</p> <p>Exercise behavioral science faculty will secure funding to disseminate research on population health to the community</p> | |
| <p>THEME V: FACULTY AND STAFF</p> <p>Recruit, hire, and retain exceptional faculty who have a research focus or expertise inclusive of Exercise Physiology and Exercise Behavioral Science</p> | | <p>The department will hire 3 FTE faculty (17 total FTE)[V3-A]</p> <p>Offer start-up packages competitive to peer institutions to ensure the faculty member's success [T5-3][V5-B]</p> <p>Establish endowed chairs and professorships [B-2]</p> <p>Submit faculty for fellow status and other awards from major organizations. [B-4][V5-C]</p> <p>Recognize faculty for teaching, research and mentoring with awards [B-4]</p> | <p>The department will hire 2 additional FTE faculty (19 total FTE)[V3-A]</p> <p>Offer start-up packages competitive to peer institutions to ensure the faculty member's success [T5-3][V5-B]</p> <p>Increase the number of endowed chairs and professorships [B-2][V5-BB]</p> <p>75% of faculty will have fellow status and other awards from major organizations [B-4][V5-C]</p> <p>75% of faculty will be recognized for teaching, research, and mentoring with awards [B-4]</p> |
| <p>THEME VI: FACILITIES AND INFRASTRUCTURE</p> <p>House all Kinesiology faculty and staff and their research programs in the same building with state of the art facilities</p> <p>Establish a Kinesiology presence in Justin Hall</p> | | <p>The Departmental main office will be housed in Justin Hall</p> | <p>A new building/addition will be constructed on campus to unite all faculty and their research labs in the same facility [T2-7]</p> |

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

The Department of Kinesiology has exceptional faculty that are highly productive and are recognized nationally and internationally for their research. In addition, the teaching skill of our faculty are excellent. Limited resources currently exist to achieve all the vision and outcomes. We have ~\$140K annually in college fees for student enhancement; including academic advising, upgrade of teaching facilities, new laboratory equipment, scholarships for travel, internships, and study abroad.

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

Additional tenure track faculty lines, funding for graduate students in the existing MS and PhD programs, funding to support facilities improvements to existing spaces that bring us to a position of comparability to peer programs.

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

Grants, additional university support and sponsorship/gifts from individuals, corporations and foundations.

**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 |
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| B-2 - Endowment pool B-4 - Number of faculty awards B-5 - Number of doctorates granted annually B-8 - Percent of undergraduate students involved in research |

| Links to Common Elements |
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| Links to University Thematic Goals, Outcomes, and Metrics | | | |
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| 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>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</p> <p>Theme 1 Metrics:</p> <p>T1-2 - Total sponsored extramural funding expenditures</p> <p>T1-4 - # of refereed scholarly publications per academic year and allocated faculty member</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> |

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) |
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| <p>T2 - Undergraduate Educational Experience (UEE)</p> <p>Theme 2 Metrics:</p> <p>T2-1 - # and % of undergraduate students participating in a meaningful international experience</p> <p>T2-3 - Total funding awarded for undergraduate scholarship support</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-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> | <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> | |
| <p>T3 - Graduate Scholarly Experience</p> <p>Theme 3 Metrics:</p> <p>T3-1 - # and % of graduate students with assistantships, endowed scholarships, and fellowships</p> | <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> |

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) |
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| T3-5 - # of graduate students participating in a unique high level learning and experiential training | | | |
| <p>T4 - Engagement, Extension, Outreach and Service</p> <p>Theme 4 Metrics:</p> <p>T4-1 - # and % of undergraduate students participating in engagement/service learning</p> <p>T4-5 - # of participants involved in community-based research and outreach projects</p> | <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> | |
| <p>T5 - Faculty and Staff</p> <p>Theme 5 Metrics:</p> <p>T5-3 - Competitive compensation packages for faculty and staff</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>T5-J - Optimal number of faculty and staff comparable with our benchmark institutions</p> |