

Implementation Report for the 2019-2020 Cyclical Review of the Kinesiology and Physical Education Programs

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Date: June 27, 2023

INTRODUCTION

This is the first implementation report for the cyclical review of the Bachelor of Kinesiology, Master of Kinesiology and PhD in Kinesiology programs that took place in 2019-2020. The full language for each recommendation from the External Reviewers' Report has been included, along with the corresponding information about implementation from the Final Assessment Report. For each recommendation, the unit has provided an update on the progress or action made toward the implementation of that recommendation, followed by comments from the relevant dean(s) and the Program Review Sub-Committee. Taking into account the updates provided by the unit and the comments from the dean(s), the Program Review Sub-Committee will review the report and determine if all recommendations have been implemented satisfactorily or if a subsequent report will be required.

RECOMMENDATIONS PRIORITIZED FOR IMPLEMENTATION IN FINAL ASSESSMENT REPORT

Full Recommendation from External Reviewers' Report: Perform a complete environmental scan as to how KPE could meet the criteria to secure CCUPEKA accreditation for the BKin program. Because of CCUPEKA's requirements, this accreditation would contribute to further strengthening the alignment with Pillars 1 & 2 (Advance Academic Excellence and Expanding Experiential Learning).			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #1: Perform a complete environmental scan as to how KPE could meet the criteria to secure CCUPEKA accreditation for the BKin program. Because of CCUPEKA's requirements, this accreditation would contribute to further strengthening the alignment with Pillars 1 & 2 (Advance Academic Excellence and Expanding Experiential Learning).	Department	Department and Faculty	2023

Unit Update: As of the date of this report, the department has not had the time to begin the process of applying for accreditation through CCUPEKA. Work was done immediately following the site visit to determine that the BKin met all the requirements of course offerings and experiential opportunities. The outstanding item involved the percentage of courses taught by full-time faculty (specified as 75% by CCUPEKA). Of note, CCUPEKA has recently updated requirement of 75% courses to be taught by full-time faculty to include ongoing part-time instructors. There is not a clear definition of what qualifies as an ongoing part-time instructor; however, we believe that this change will allow us to meet the accreditation requirements. This will be more fully explored this summer.

The department is currently undergoing a thorough review of our PLOs, course requirements, and structure. Once this has been completed (December 2023), we believe we will be in a better position to formally apply for accreditation, with the support of the Dean of Science.

Science Decanal Comments: Given the busyness of the Department with respect to its teaching loads and the need of the faculty members to conduct research over the summer, it is understandable how addressing this recommendation has been delayed. I look forward to the outcome of the review and a final decision of their application for accreditation can then be made.

Program Review Sub-Committee Comments: While this was a recommendation made out of the cyclical program review process, ultimately, it will be up to the Department and the Dean of Science whether or not to pursue accreditation for the program. The committee will leave this to be determined by the Department and the Dean, recognizing that a further update will be provided in the Department’s next Self-Study in a few years’ time.

Full Recommendation from External Reviewers’ Report: Examine the issues presented by the increased UG intake, and request support to meet the program needs (e.g., Lab Instructors, TA support, expendables, scheduling, etc.).			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #3: Examine the issues presented by the increased UG intake, and request support to meet the program needs (e.g., Lab Instructors, TA support, expendables, scheduling, etc.).	Department	Department and Faculty	For 2021/22 budget

Unit Update: The support of an additional Lab Instructor, TA support, and expendables was made initially in 2021/22 budget request to the Dean. The Lab Instructor was approved initially for a 2-year term for 21/22 and 22/23. Then in the 23/24 budget the Lab Instructor was approved as a continuing full-time position to support the lab delivery in Kinesiology. The TA budget has also been approved on a yearly basis to meet the needs of the

additional support required to deliver the courses. As for expendables, the Faculty of Science has supported the majority of requested items (Anatomy, motor control software for pandemic lab delivery) and renewal of lab equipment for 21/22 and 22/23 academic years.

The departmental curriculum committee is working to renew the mission, values, and departmental program level learning objectives to evaluate the current BKin program to handle increasing enrolments. There will likely be changes to the undergraduate program which will help manage the increasing 1st year cohort and the workload of faculty.

Based on the actions outlined above, the department considers this recommendation to be completed.

Science Decanal Comments: Agreed that this recommendation has been addressed appropriately, with the understanding that supports and budgetary issues will continue to be monitored.

FGPS Decanal Comments: The Unit has indicated that the TA budget is meeting the needs of course delivery. I support the assertion that the recommendation has been addressed.

Program Review Sub-Committee Comments: The comments provided by the Department and the Deans indicate that this recommendation has been satisfied. No further reporting on it is required.

Full Recommendation from External Reviewers' Report: Review both the MKin and PhD course requirements, with the goal to reducing course requirements to be more in-line with other research-focused graduate programs in Canada. (Note: reducing the number of grad courses should also reduce the need to rely on directed reading courses, as well as the need to take courses at other universities though the Ontario Visiting Graduate Student Program).			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #4: Review both the Mkin and PhD course requirements, with the goal to reducing course requirements to be more in-line with other research-focused graduate programs in Canada. (Note: reducing the number of grad courses should also reduce the need to rely on directed reading courses, as well as the need to take courses at other universities though the Ontario Visiting Graduate Student Program (OVGS)).	Department	n/a	April 2021

Unit Update: This recommendation has been completed. Following the cyclical review, the department reduced the number of required graduate courses as suggested by the external reviewers. The MSc program (changed in 2022 from Mkin) now requires only KP622 (Research Methods), one of KP620 (Statistics) or KP621 (Qualitative Methods) or other analysis type course, and the seminar course (KP601/611 depending upon the whether the

student is in year 1 or year 2 of the program). The MSc program reduced its number of electives to one. There have been no changes in the number of required courses in the PhD program. These changes have not resulted in a reduction of directed studies or OVGs options, as supervisors continue to advocate that students need additional knowledge-based courses.

Science Decanal Comments: I am happy to learn that this recommendation has been implemented to the benefit of both students and faculty members.

FGPS Decanal Comments: I support the actions taken to reduce the number of courses for the MSc program. I would expect that this should expedite time-to-completion and permit graduate students to have greater focus on their research, which will benefit both the graduate students and faculty members. The Unit does not indicate why course requirements were not reduced at the PhD level, but they are not out of line with other PhD programs in the Faculty of Science.

Program Review Sub-Committee Comments: It is great to hear that the Departments has reviewed the MSc program curriculum and made changes to the program requirements that align with the intent of this recommendation. It is considered completed, and no further reporting on it is required.

Full Recommendation from External Reviewers' Report: Perform a space utilization audit, with the goal of maximizing research activities at Northdale and fostering cross- and multi-disciplinary collaborations. It would be ideal if all KPE faculty members and graduate students could be accommodated at this location. As well, developing the space could provide opportunities for research collaborations within KPE, and research synergies with other FoS departments. Overall, space usage at Northdale should be reviewed, rationalized, and optimized.			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #5: Perform a space utilization audit, with the goal of maximizing research activities at Northdale and fostering cross- and multi-disciplinary collaborations. It would be ideal if all KPE faculty members and graduate students could be accommodated at this location. As well, developing the space could provide opportunities for research collaborations within KPE, and research synergies with other FoS departments. Overall, space usage at Northdale should be reviewed, rationalized, and optimized.	Faculty	Faculty	May 2021

Unit Update: As a result of the departure of a major occupant of space at Northdale, space reallocation has occurred over the last 6 months (Dec 2022-May 2023), satisfying the intent of this recommendation. The department has engaged in discussions regarding the reallocation of the space in Northdale that will be

beneficial to the faculty members and graduate students. Over the summer of 2023, the Northdale space will be renovated, including new air conditioners in some laboratories, new paint, and new flooring.

Science Decanal Comments: Like elsewhere across the Faculty of Science, space is a major issue. Renovations were conducted over the past summer '23 term to the Northdale Campus to provide appropriate research space for new faculty members in both KPE and Psychology, and I remain committed to continuing these efforts.

Program Review Sub-Committee Comments: The responses provided indicate that the intent of this recommendation has been completed; no further reporting is required.

Full Recommendation from External Reviewers' Report: Continuously assess the humidity levels in the Northdale building and act accordingly with regard to both the health and safety of the occupants, as well as the protection of the research equipment. Combined with R5, any renovations could be synergized with major external research funding endeavours.			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #6: Continuously assess the humidity levels in the Northdale building and act accordingly with regard to both the health and safety of the occupants, as well as the protection of the research equipment. Combined with R5, any renovations could be synergized with major external research funding endeavours.	Faculty	Faculty	May 2021

Unit Update: Some modifications have been made in the Northdale building to control temperature and humidity, however conditions remain less than optimal for normal operations within the labs and other spaces. The department considers the age, existing structure and HVAC system of the Northdale building unsustainable and substandard for day-to-day operations. The department will continue to advocate for improvements to these areas of the Northdale building but would note that further completion of this recommendation is not fully within its control.

Science Decanal Comments: Like the Department, I will continue to advocate for resources to address deferred maintenance issues, recognizing though that this is a major issue across Laurier.

Program Review Sub-Committee Comments: The comments provided indicate that this recommendation represents an ongoing issue, but there has been a commitment made by both the Department and the Dean to monitor it, and to advocate for changes where necessary. No further reporting is required.

Full Recommendation from External Reviewers' Report: Arising from R5 & R6, the KPE Department should be encouraged to continue to seek funding (e.g., CFI), including research and community partners (e.g., Athletics), to support research space renewal that would also include research, teaching, and community outreach activities (e.g., CPAC).			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #7: Arising from R5 & R6, the KPE Department should be encouraged to continue to seek funding (e.g., CFI), including research and community partners (e.g., Athletics), to support research space renewal that would also include research, teaching, and community outreach activities (e.g., CPAC).	Department/Faculty	Faculty	May 2021

Unit Update: Development has to make KPE a priority for the development of renewal of research space. The Centre for Healthy Communities (CHC) has been identified as a FoS funding priority. Continued need to connect with Athletics as to synergies with KPE. Support for research space shouldn't be dependent on faculty members ability to secure funding to build infrastructure. KPE wants consideration to be included in discussions concerning aspects of the University where KPE is involved (Athletics, VP Student Affairs, Development).

The Sun Life Centre for Healthy Communities (formally the Sun Life Centre for Physically Active Communities) has secured a renewal of funds from Sun Life (\$750,000) over the next five years, along with funding from Walker Woods, Apotex, and PepsiCo Foundation. The Centre has also successfully obtained Mitacs funding for work with the City of Brantford. The past three years, the Director of the Centre has worked to expand research (adding membership of the Centre to researchers across Laurier) and community partners (such as House of Friendship, Adventure4Change, KidsAbility, Laurier Athletics). With this community/research building, and access to the gym at the Northdale Science Research Building, the Centre is now in a place where applying for larger scale research funding would be advantageous. As such, the Centre will pursue such funding over the next couple of years, engaging with faculty in Kinesiology, but also in other units across Laurier.

Of note, it is important for Kinesiology and the Centre to be invited to the discussions at the University involving activities that align with our vision and values. Specifically, the department and Centre are consistent users of physical activity spaces (for both teaching and research. needs) and so would welcome the opportunity to be part of planning renovations at University Stadium.

Science Decanal Comments: As with deferred maintenance issues, I remain committed to working with the Department and stakeholders elsewhere (e.g., Brantford, Athletics) to ensure that Centre is supported to the best of our abilities.

FGPS Decanal Comments: The Unit details funding initiatives to support research space renewal. Perhaps there is something to be learned from the success of the Centre for Cold Regions and Water Science, which received funding from CFI.

<https://www.wlu.ca/academics/research/partnerships/gnwt/infrastructure-and-equipment/centre-for-cold-regions-and-water-science.html>

Program Review Sub-Committee Comments: This recommendation represents an ongoing initiative to seek funding for research space renewal. The Department and the Dean of Science have affirmed their commitment to continuing to pursue this recommendation. No further reporting is required.

Full Recommendation from External Reviewers' Report: The Dean of the FoS and the KPE Chair should develop a long-term plan to stabilize the proportion of courses taught by full-time faculty members from year to year.			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #8: The Dean of the FoS and the KPE Chair should develop a long-term plan to stabilize the proportion of courses taught by full-time faculty members from year to year.	Department/Faculty	Faculty	

Unit Update: The department was approved for the hiring of a tenure-track faculty member with a professional teaching designation in the area of physiology. This individual is now in place as of July 1, 2023. This has addressed the area of need that previous was provided by a limited term appointment in the department.

The department was also approved for an Indigenous hire in sociocultural aspects of physical activity; however, this posting was not successful in attracting any applications. The department is still committed to moving forward with this hire but would request that we would be able to open the job description to both Indigenous and black scholars. This hire is especially urgent to the department as it would begin to address the issues of diversity within the department and the student population.

Of note, it is important to recognize that managing full-time faculty teaching responsibilities can be challenging given classroom restrictions (few large capacity classrooms and not enough) and collective agreements stipulating capping the number of students taught.

As highlighted earlier, the department is undergoing a review of our BKin curriculum that may also help stabilize workloads. The department considers the above activities to have satisfied this recommendation.

Science Decanal Comments: Given the extraordinary growth of the interest in the KPE program and a number of others offered by the Faculty, compounded by the financial position of the University, managing the faculty complement has been challenging. Whereas the specific issues of this recommendation have been addressed, I am committed to helping faculty members within KPE and across the Faculty find a sustainable and appropriate balance of teaching and scholarly activity.

Program Review Sub-Committee Comments: The committee is pleased to hear that additional faculty members in the Department have contributed to satisfying the intent of this recommendation and wishes the Department well in attracting an Indigenous scholar to join the faculty complement. No further reporting is required.

Full Recommendation from External Reviewers' Report: The attrition rates in the BKin degree should be carefully monitored over the next few years to: a) examine whether there is a relationship with the intake numbers, and b) determine whether the students moving to another Laurier program are primarily driven by their career aspirations and not by a lack of quality in the Bkin program.			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #9: The attrition rates in the Bkin degree should be carefully monitored over the next few years to: a) examine whether there is a relationship with the intake numbers, and b) determine whether the students moving to another Laurier program are primarily driven by their career aspirations and not by a lack of quality in the Bkin program.	Department	n/a	May 2022

Unit Update: Unfortunately, this has not been accomplished as intended due to the administrative demands during the COVID-19 pandemic. Equally, the ability of students to “CR” courses during COVID-19 meant that we retained more students than normal over this period. The department will actively monitor this over the coming few years.

Science Decanal Comments: Despite the relative success of the Kinesiology program relative to others in the sector, this is indeed a very important issue, and one that the University at large will be addressing over the next year. I will be working with KPE and all other departments in the Faculty to identify obstacles to student success.

Program Review Sub-Committee Comments: The Department is encouraged to continue to pursue the implementation of this recommendation and will have an opportunity to report back on its completion and any relevant findings in its next Self-Study. No further reporting is required.

Full Recommendation from External Reviewers' Report: Alumni surveys should be conducted annually, as per KPE's own recommendation (see p. 91, Self-Study).			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date

Recommendation #10: Alumni surveys should be conducted annually, as per KPE's own recommendation (see p. 91, Self-Study).	Department	Faculty	Open
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Unit Update: The university has a process in place to collect feedback from program alumni in support of the cyclical program review process; however, we recognize that once every seven or eight years may not be frequent enough to collect and utilize this feedback toward continuous program improvement. Other priorities during the pandemic have prevented this recommendation from being implemented to date; however, conducting an alumni survey is an activity that will be initiated during the 2023-2024 academic year.

Science Decanal Comments: Notwithstanding the importance of this issue, unfortunately our systems and level of support make the survey of alumni very challenging. With this, I applaud the Departments commitment to follow up as best they can.

FGPS Decanal Comments: I appreciate the Unit's commitment to this activity. If we are able to fill our vacant Communications Coordinator position, they may be able to help support surveying alumni of the graduate program.

Program Review Sub-Committee Comments: The Office of Alumni Relations can provide support for the distribution of an alumni survey, and assistance has also been offered by FGPS. The Quality Assurance Office is also happy to support the development of survey questions and administration of an alumni survey through Qualtrics. The development of thoughtful alumni survey questions could be used by the Department at regular intervals. With these supports available, the Department is encouraged to see this recommendation through during this academic year, as noted in their comments. No further reporting is required.

Full Recommendation from External Reviewers' Report: With regard to future curricular developments (e.g., accredited co-op program, GDip), it is recommended that KPE either forego such developments at this point in time, or until it is determined: a) that KPE resources required to mount these new efforts are realized, b) how KPE could synergize these programs with other Departmental activity, and c) what are the benefits these programs provide in achieving the vision of KPE.			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
Recommendation #11: With regard to future curricular developments (e.g., accredited co-op program, GDip), it is recommended that KPE either forego such developments at this point in time, or until it is determined: a) that KPE resources required to mount these new efforts are realized, b) how KPE could	Department	n/a	n/a

synergize these programs with other Departmental activity, and c) what are the benefits these programs provide in achieving the vision of KPE.			
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Unit Update: The curriculum committee is working to renew the mission, values and departmental learning objectives to evaluate the ability of the department to consider these developments. These activities fulfill the intent of this recommendation made by the review committee.

Science Decanal Comments: Indeed, this recommendation has been appropriately addressed.

FGPS Decanal Comments: The intent of the recommendation is being given full consideration by the curriculum committee.

Program Review Sub-Committee Comments: The message behind this recommendation is that the Department does not take on any additional curricular initiatives until sufficient resources are available to do so. The Department has indicated that a visioning exercise is currently underway which will be used to inform any future curricular initiatives. This approach is a logical one. No further reporting is required.

<p>Full Recommendation from External Reviewers' Report: In contrast to R11, to leverage the strengths of the BKin degree, consider building a Kin Minor (see p. 104 of the Self-Study). Opening up more Kin courses and making it possible for students outside KPE to get a minor would increase the number of non-KPE students that they teach, which would be viewed favourably by other stakeholder groups at Laurier, especially in the FoS. In addition, a Kin Minor could strengthen the case to secure additional resources (i.e., full-time faculty members and research space) and show how KPE is a “team player” (i.e., doing more “service” teaching). The possibility of other FoS students getting a Kin Minor would also increase the overall impact of the field at a time when our Canadian society is facing a physical inactivity pandemic.</p>			
Recommendation to be Implemented (from Final Assessment Report)	Responsibility for Implementation	Responsibility for Resourcing (if applicable)	Anticipated Completion Date
<p>Recommendation #12: In contrast to R11, to leverage the strengths of the Bkin degree, consider building a Kin Minor (see p. 104 of the Self-Study). Opening up more Kin courses and making it possible for students outside KPE to get a minor would increase the number of non-KPE students that they teach, which would be viewed favourably by other stakeholder groups at Laurier, especially in the FoS. In addition, a Kin Minor could strengthen the case to secure additional resources (i.e., full-time faculty members and research space) and show how KPE is a “team player” (i.e., doing more “service” teaching). The possibility of other FoS students getting a Kin Minor would also</p>	Department	Faculty	April 2021

increase the overall impact of the field at a time when our Canadian society is facing a physical inactivity pandemic.			
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Unit Update: This is being considered under the work of the curriculum committee as to whether a Kin minor is possible for external students along with students who were initially in Kin but failed to continue in the program due to academic performance.

Science Decanal Comments: The curriculum committee is encouraged to continue exploring this potential opportunity.

Program Review Sub-Committee Comments: The comments provided indicate that this recommendation is still under consideration and is being incorporated into the Department’s in progress curriculum review. A Minor in Kinesiology and Physical Education can be proposed via a Major Modification curriculum change, should the Department wish to pursue this. No further reporting is required.

ADDITIONAL COMMENTS

Unit: Please note that the pandemic has delayed the response to some of these recommendations and the work of the curriculum committee will contribute to their completion in the coming year.

Dean of the Faculty of Science: Beyond the ongoing vigilance to the issues raised within the recommendations, I consider all have been addressed appropriately and completed.

Dean of the Faculty of Graduate and Postdoctoral Studies: To the degree possible, the Unit has taken appropriate action to address the recommendations. There is demonstration that the curriculum committee is committed to ongoing consideration of the recommendations, and sufficient progress has been made to not warrant need for subsequent reporting.

Program Review Sub-Committee: The committee appreciates the comments provided by the Department, the Dean of Science, and the Dean of the Faculty of Graduate and Postdoctoral Studies. Several of the recommendations made by the external review committee of the 2019-2020 cyclical program review have been completed, and for those that have not yet been implemented, there is a commitment to doing so. Several of the recommendations have been logically connected to an in-progress curriculum review that the Department is currently engaged in. Based on the comments provided by the Department and the Deans, no further reporting will be required on this set of recommendations in advance of the next scheduled cyclical program review (2026-2027), at which time, the Department will have an opportunity to provide a further update on their implementation.

Subsequent Report Required: No