Université d'Ottawa | University of Ottawa

Unit Response to the External Review Report and Action Plan

Faculty: Health Sciences

Academic unit: Human Kinetics

Programs evaluated:

- Honours Bachelor in Human Kinetics (BHK)
  - Honours Bachelor in Human Kinetics, Education and Coaching
  - Honours Bachelor in Human Kinetics, Recreation and Sport Management
- Honours Bachelor of Science in Human Kinetics (BScHK)
  - Honours Bachelor of Science in Human Kinetics, Applied Studies in Kinesiology

Cyclical review period: 2020-2021

Date: May 2021

Note: This document is submitted to the Senate, as well as the Quality Council, and will be published on the University Web site.

General comments:

On May 3rd, 2021, the School of Human Kinetics (SHK) was made aware of the External Review Report produced in the context of the cyclical program evaluation. We were extremely pleased with the positive evaluation of our undergraduate programs. Given that the SHK undergraduate programs provide an outstanding training and research experience, we were gratified to see that the external reviewers found that the SHK program was "highly regarded", a "well rounded program offering a variety of options, with the added value of language options". The externals also reported on the School's "very strong approaches in the different disciplinary perspectives of HK to ensure that students acquire an understanding of all aspects of human kinetics". With regards to our faculty, the reviewers stated: "the professoriate are excellent, well-known scholars in their own disciplinary fields, but clearly demonstrate a commitment to undergraduate education". They also highlighted the fact that the SHK student association seems "very engaged in supporting students in all aspects of their HK experience", and seems to "work well with the leadership in the School which supports an optimal working environment to support students".

The reviewers also highlighted the recent and ongoing program changes in the School. For example, they specifically mentioned the new Minor in Social issues of Sport, a "unique and exemplary" program sharing "the social value of the work of HK to students from across the University". In addition, another very important change was the new Applied Studies in Kinesiology program that was recently officially recognized by the College of Kinesiologists of Ontario (COKO). While securing direct entry to the Registered Kinesiologist exam, this new program offers important credentials for student recruitment and HK program

positioning. In addition to the newly implemented programs, the external reviewers saw the ongoing development of a new French Human Kinetics and Education integrated program as capitalizing on an important opportunity since the “employability of French speaking teachers in the province of Ontario is exceedingly high”. For them, this new integrated program will be “an excellent point of distinction and an extremely attractive program”.

Moreover, the recent work on redeveloping the program learning outcomes (PLOs) based on the recent curriculum and program structure are “very well aligned with the University’s Degree Level Expectation”; the outcome-based curriculum shows a “good distribution of introductory, reinforcement and advanced program learning objectives across the curriculum, with each of the 16 learning objectives being taught, practiced or assessed”. Regarding teaching, pedagogical approaches across the programs are clearly aligned with the stated learning objectives, reflecting a “healthy balance of self-directed and peer learning”. The reviewers also reported that the students interviewed appreciated course offerings offered in French and English that are “very comparable and the professors teaching each of the courses, while sometimes different, did a very good job with ensuring a good level of comparison between the courses”.

Another key feature of the School is the low professor to student ratio, a strength recognised by the students and the professors. Having dedicated laboratory instructors, for physiology and biomechanics laboratories was also seen as a significant asset of the program and “extremely unique”. The SHK just hired a new Long Term Appointment professor that is also in charge of coordinating the motor control / learning (MCL) laboratories, which was also needed for this domain group (some laboratory coordination for MCL was also provided by the biomechanics laboratory coordinator in the past). In addition, students interviewed by the reviewers stressed that they “really enjoyed their lab experiences and spoke very highly of the lab instructors”. Finally, another clear benefit of the program is that it is located in Ottawa, with student placements situated in highly reputable organizations; these experiential opportunities offered by the School were seen as “extraordinarily strong aspects of the program”.

The report makes 6 recommendations, 3 of which are considered high and 1 medium/high priorities. We take all of the recommendations seriously and feel confident that by addressing them, our undergraduate programs will be even stronger. The recommendations and our response, produced jointly by the unit and the Faculty, are included below.

Recommendation 1: TRC. The University has set forth the Indigenous Action Plan to support the implementation of the Truth and Reconciliation Calls to Action. Human Kinetics has not outlined how they intend to implement the Action Plan and should address how they intend to address this critical issue. (was presented as high priority)					
Unit response	**Priority Level***	**Actions to be undertaken**	**Assigned to**	**Timeline**	**Curriculum change?**
- The SHK has a critical mass of researchers taking strength-based approaches working with Indigenous communities throughout Canada. The SHK programs offer several courses that include decolonization and Indigenous content, that were recently highlighted in a Faculty Indigenization program report. These courses include: APA 1122, 3 hours; APA 1302, 3 hours; APA 2302, 5 hours; APA 3123, 5 hours; APA 3118, 4.5 hours; APA 3518, 4.5 hours; APA 4101, 5 hours; APA 4114, 3 hours; APA 4115, 3 hours; 4515, 3 hours; LSR 2122, 3 hours; LSR2522, 3 hours; APA 6302, 5 hours; APA 6904, 4-5 hours. - The externals reviewers expressed that the level of diversity among the professoriate is of concern. The SHK is well aware of this and has recently requested a CRC Tier II position in critical race studies within the context of sport and physical activity with a focus on the Black Canadian experience, (April 2021). On June 7th, the University Central Administration announced the SHK's position in critical race studies was approved.	1-Urgent	- Evaluate the possibility of developing new Indigenous content in other courses and encourage professors to integrate the existing Indigenous course content more clearly in the course descriptions and syllabi. - Revisit the SHK mission-vision by specifically looking at integrating the University Indigenous Action Plan. - Working on this new hire and integrating the new member to our Inclusion Committee.	- Assistant Director of Undergraduate Studies and Undergraduate Studies Committee - SHK Executive Committee, the Inclusion Committee and School Council - Inclusion Committee	October 2021 June 2022 New hire starting date, July 2022	Possibility of changing official course descriptions. Senate request for May 2023

- The SHK created an Anti-Racism and Inclusion ad hoc Committee (Inclusion Committee) that had its first meeting on May 26, 2021. This committee includes the SHK Director, the Assistant Director of Undergraduate Studies, the Assistant to the SHK Director, Human Kinetics Student Association (HKSA) VP Equity (Undergraduate), Human Kinetics Graduate Student Association (HKGSA) representative and a few other graduate students. - The HKSA includes a VP Equity position that reports on inclusion issues and sits in the Inclusion Committee. The HKSA has been very involved with the School in organizing events, writing letters and connecting with other student associations to further inclusion on campus.		- Develop an agenda for the Inclusion Committee. - The Inclusion Committee will conduct a survey on experiences of discrimination or even racism at the SHK. - The HKSA VP Equity will report on the Inclusion Committee and will contribute to developing more actions.	- The Inclusion Committee - The Inclusion Committee - The Inclusion Committee	September 2021 June 2022 September 2022	

Recommendation 2: Lab space. The use of the lab spaces is a critical component to the experiential learning provided by the School. The Faculty should be encouraged to repurpose or reorganize spaces once the transition to the new building occurs and that there is a sufficient operating fund for laboratory equipment. (presented as high priority)					
Unit response	**Priority Level***	**Actions to be undertaken**	**Assigned to**	**Timeline**	**Curriculum change?**
- Over the last 10 years, HK laboratories have doubled in size after curriculum changes increasing laboratory course components to improve practical experience and PLOs. Laboratory spaces and equipment urgently need to be upgraded. In 2019, the laboratory committee received half of the requested money to purchase new equipment (175 000$). The purchase was delayed by the pandemic. Beyond equipment replacement, the SHK requires funds for maintenance, but also new space is essential to offer quality laboratory experiences. More space and renovation of already existing spaces is critical.	1-urgent	- Lobbying for laboratory teaching space renovations and expansion in Montpetit / as well as funding for equipment purchasing and maintenance. - Once the new equipment is purchased, update the analysis of needs and prepare new requests for more funds to upgrade the teaching laboratory equipment.	- SHK Director will continue discussions with the Dean of the Faculty - SHK Teaching Laboratory Committee	2021-2022 June 2022	
- The externals reviewers also mentioned the SHK needed common spaces for staff and students to favour belonging, School identity and sense of community.		- Request more common spaces for students and staff such as a student lounge and a Faculty/staff lounge.	- SHK Director in discussion with the Dean of the Faculty	2021-2022	

Recommendation 3:
Retention. We encourage the School to further examine the exit surveys to understand the challenges students are facing in the program. It would also be beneficial to do some follow-up focus group with students to further understand the retention issues and address these matters where possible. (presented as high priority)

Recommendation 4:
Communication and Student Connection. More connection with students during their first year should be considered as a means to have them connected to the program. Perhaps considering the course offerings or community activities for the first year to engage them more and introduce them to the interdisciplinary nature of Human Kinetics. (presented as medium/high priority)

Unit response	Priority Level*	Actions to be undertaken	Assigned to	Timeline	Curriculum change?
- The school has produced a 3-year projection course schedule tool online for academic advisors and students. Knowing 3-years in advance when optional courses will be offered in French or in English will allow students to choose courses according to the course sequences of each program (May 2021). The suggested course sequences have also been updated for all programs (May 2021). This will help improving timetabling of 3rd and 4th year new programs that have more compulsory courses. This tool has been shared with the Academic Office and should significantly help the communication between students and academic advisors.	2-important	- Provide the Academic Office and academic advisors with a renewed 3-years projected course schedule on a yearly basis and update the website.	- Assistant Director of Undergraduate Studies	Every March-April from 2022	
- Improve communication with students.		- Develop a letter model to be sent to all HK students, every year, reminding them of course sequences, the course projection tool and courses offered (such as Entrepreneurship in Health or Sociocultural Studies of the Olympics that are "Selected Topic" courses).	- Assistant Director of Undergraduate Studies	February 2022	

		- Send this letter to all HK undergraduate students prior to course selection, every early May, via the Faculty Communication Team and also via the HKSA student networks.	- Assistant Director of Undergraduate Studies and HKSA	Every April from 2022	
- The SHK has reached out to the Mentorship Center and HKSA to begin developing a peer-to-peer program to help first year students.		- Request a follow-up from the HKSA report to monthly meetings of the Undergraduate Committee.	- Assistant Director of Undergraduate Studies, HKSA VP President, the Student Experience and Mentoring Specialist leading the Mentorship Center	September 2021 and then every month during the academic year	
- The SHK is also aware of the high-quality CO-OP Educative Programs existing in our University and is exploring the feasibility of including a CO-OP option. The SHK had two meetings so far (April-May 2021), to explore the possibility of integrating CO-OP into HK programs.		- Continue meetings and complete a major change Senate request to integrate CO-OP to HK programs.	- Assistant Director of Undergraduate Studies, with contribution by HK Internship Coordinator, Academic Office, and Marc-André Daoust, Associate Director of CO-OP and Careers	Implementation would be for May 2023.	1 year working experience added to our programs (CO-OP)
- Improve student retention.		- Meet with Institutional Research and Planning to better understand student numbers on retention in our programs; compare with other Schools and establish yearly data collection to find more data on retention.	- Assistant Director of Undergraduate Studies, and Manon Desgroseilliers from Institutional Research and Planning	June 2022	
- The SHK is developing an integrated program with the Faculty of Education that will promote and increase the quality of our programs. This integrated program will be "more attractive and responsive to the needs of the next generation of students and lifelong learners". We are hoping this		- Continue meetings and complete a major change Senate request for the integrated 5 years program PED-APA (only in FRENCH). - Consider developing the same program with education but in English.	- Assistant Director of Undergraduate Studies and Undergraduate Studies Committee - Assistant Director of Undergraduate Studies and Undergraduate Studies	December 2021 December 2022	Creation of a new program with education May 2022 May 2023

program will be ready for recruitment in the fall 2022. - Possibility of a new introduction to the interdisciplinary nature of Human Kinetics course for first year students.		- Discuss the possibility of developing such HK introduction course during the first year in our programs.	Committee - Undergraduate Studies Committee and SHK Director	December 2022	Slight reshuffling of 1st year courses in HK programs May 2023

Recommendation 5: Curriculum Map. Mapping the courses, sequencing, and alignment will help demonstrate how the outcomes are achieved throughout the program. It will also help identify gaps in the process. This will help support the program work in ensuring integration of the disciplines, valuing of the work done within each of the disciplines, and support the identity of the program. (presented as low/medium priority)					
Unit response	**Priority Level***	**Actions to be undertaken**	**Assigned to**	**Timeline**	**Curriculum change?**
- The development and renewal of our program learning objectives (PLOs) were undertaken when initiating the current program evaluation and an expected next phase would be the integration of these PLOs more systematically in our programs and courses. This will help associate the PLOs for all courses offered in our programs and can help refining the PLOs and identifying potential gaps in each program.	3-Advised	- Refine the curriculum analysis that was conducted in 2019-2020 to include all courses and different new programs.	- Assistant Director of Undergraduate Studies, Undergraduate studies Committee and Curriculum and Learning Outcomes Analyst from the Office of the Vice-Provost	June 2023	Curriculum analysis may bring curriculum changes when we identify PLO gaps in different programs
- This work will lead to developing a model for course outlines that will include integrating the PLOs. This model will be shared/presented to professors, including part-time professors to encourage the PLOs integration in all course syllabi.		- Develop a course outline model and learn how to use "Simple Syllabus" program. - Organise a meeting with part-time professors to present new syllabus model with integrated PLO's.	- Undergraduate Studies Committee and Curriculum and Learning Outcomes Analyst from the Office of the Vice-Provost - Assistant Director of Undergraduate Studies	June 2023 September 2023	

Recommendation 6: Internship. Review the communication and breadth of experiences permitted within the internship. A review of the breadth of allowable experiences would be beneficial in developing experiences that reflect the pathways being sought by graduates of the program. This review should include input from students to better understand their needs from this internship experience. The fourth-year opportunities should be communicated in first year with a greater emphasis at the end of year two to assist students in better program planning. (presented as medium / low priority)					
Unit response	**Priority Level***	**Actions to be undertaken**	**Assigned to**	**Timeline**	**Curriculum change?**
- The SHK internship provides our students with the opportunity to complete internship experiences in a variety of domains including clinical kinesiology, rehabilitation, health promotion, coaching, physical education and sport management, just to name a few. One item for clarification, clinical internship supervisors are not limited to individuals holding a kinesiology degree (as mentioned in the external reviewer's report). Our internship experiences are supervised by a variety of health professionals including kinesiologists, athletic therapists, physiotherapists, occupational therapists, chiropractors, chiropodists and even some family physicians. We define an acceptable scope of practice within the field of human kinetics to ensure that our students can properly apply the concepts and theories learned in their undergraduate program. The tasks and responsibilities of the student-intern must relate to human movement, physical activity, and recreation analysis. Students need to complete an internship experience that meets the PLO's of the program.	2-important				

Examples of career paths that do not fall within HK include dentistry, veterinary rehabilitation, emergency response (police, firefighter, paramedic), massage therapy, and osteopathy. **Communication** Our current communication strategy includes: • A presentation to 1st year students by the Internship Coordinator during 101 week.					
• An information session that is part of our Capstone Experience Information Night given annually to all 3rd year students in March. This presentation is recorded and posted online for all students.		- Restructure our annual Capstone event so that all undergraduate HK students can hear about the Internship, exposing 1st and 2nd year students to the internship earlier in their studies.	- HKSA, Assistant Director of Undergraduate Studies and Internship Coordinator	Starting Winter 2022 and ongoing.	
• An internship web page describing our internship parameters, the process to secure an internship experience, eligibility requirements, an outline of possible internship domains as well as a full list of our current community partners.		- Develop a strategy to improve the communication of our Web page to all HK students.	- Assistant Director of Undergraduate Studies and Internship Coordinator	December 2021	

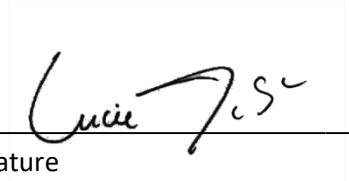
Faculty:
Programs evaluated:
Cyclical review period:

Department Chair:

7 December 2021

Signature Date

Faculty Dean:



10 December 2021

Signature Date