

UNIT LEVEL STRATEGIC PLAN
Department of Exercise Science, Health and Physical Education

GOAL 1: Attract, retain, and support a world-class and diverse faculty, staff, and student population.

Increase the size and quality of the undergraduate education program to approximately 220 enrolled student . (Appendices 6 and 7 show the number of majors and degrees awarded in recent years, while Appendix 8 shows the enrollment projection for ESHPE majors.)

1.1 Provide an outstanding professional and cultural environment for all members of the Michigan Tech community.

- Encourage faculty and research-active students to regularly attend professional conferences that will benefit research and teaching missions of the department; provide funding when available, especially to junior faculty, lecturers, and students. (Appendix 5 contains the ESHPE mentoring plan for new faculty.)
- Offer paid positions, volunteer opportunities, independent studies, and internship opportunities to Exercise Science undergraduate students to participate in research within the department; encourage those students to present findings at Michigan Tech Undergraduate Expo and national conferences and apply for regional and national awards.
- Offer paid positions, volunteer opportunities, independent study, and internship opportunities to students within and outside of the Exercise Science Department through a peer-education/wellness program—HOWL (Healthy Options for a Wellness Lifestyle).

1.2 Cultivate a diverse, inclusive, and collegial environment.

- Continue to be a campus leader in diversity efforts to attract female faculty (Appendices 1 and 2 show the current faculty demographics and recent recruiting history, while appendix 4 details steps to be taken to address efforts to diversify the faculty and appendix 5 contains the mentoring plan that assists their efforts to become successful teachers and scholars.)
- Continue to be a campus leader in diversity efforts to attract female students (the department currently has higher female-to-male ratios for both tenure-track faculty lines and undergraduate students).
- Improve our efforts to recruit domestic minority students by visiting high schools with traditionally higher numbers of minority students. Specifically, the department chair and/or internship coordinator will visit at least one predominantly minority high school per academic year. Appendix 3 shows current students demographics and appendix 4 contains worksheets detailing efforts to broaden the gender and ethnic diversity of ESHPE students.

1.3 Provide exceptional infrastructure and a welcoming, aesthetically pleasing environment.

- Secure more space for our new and rapidly expanding academic program, with a focus on state-of-the-art research laboratories, faculty/graduate offices, and a designated Exercise Science teaching laboratory; ideally, our department aims to develop a designated Exercise Science wing as part of the Student Development Complex.

GOAL 2: Deliver a distinctive and rigorous discovery-based learning experience grounded in science, engineering, technology, sustainability, the business of innovation, and an understanding of the social and cultural contexts of our contemporary world.

2.1 Provide dynamic discovery-based learning that integrates instruction, research, and innovation in undergraduate and graduate programs.

- Promote integration and collaboration between our department and other academic departments, particularly Biological Sciences, Cognitive and Learning Sciences, and Biomedical Engineering. Each of these departments have graduate programs that our faculty can contribute to until we establish our own M.S./Ph.D. program. We also recognize opportunities for collaborative research and teaching efforts between these departments, and will encourage such collaborations.
- Promote integration and collaboration between our department and student affairs through the Student Health and Wellness Coordinator, a collaborative position that works for both the Exercise Science Department and Counseling and Wellness Services.
- Provide more laboratory-based learning in our curriculum, with a focus on expanding laboratory-based efforts in the areas of Biomechanics and Motor Learning/Control.

2.2 Cultivate intellectual diversity and a worldview adapted to the needs and challenges of the 21st century.

- Strengthen innovative student-centered activities, programs, and services through the development of a new wellness-related PE course. Academic advisors and students were interviewed and participated in focus groups for the purpose of getting student input. Trial sections of the course are being offered to gain further input from students for improving the course based on their needs and interests.
- Promote civic responsibility and connections to public policy issues through HOWL; students help develop and deliver many wellness-related programs and presentations to their peers and the campus community as a whole. One had the opportunity to attend a national conference.
- Provide Intramural-Sports and Recreational Services targeted at increasing international participation; one example of this has been the “International Night” during university breaks. Over 300 international and minority students participate in IM-Sports, and we aim to increase that number by improving our offerings and establishing creative venues for such offerings (i.e., “International Night”).

GOAL 3: Establish world-class research, scholarship, innovation, and creative work that promotes sustainable economic and social development in Michigan, the nation, and the world.

3.1 Improve our stature as a research university and Ph.D. granting institution.

- **Develop a graduate program in Exercise Science (M.S. and Ph.D.), with a focus on physiology, biomechanics, and motor learning. The development of this degree will require integration and collaboration with Biological Sciences, Cognitive and Learning Sciences, Biomedical Engineering, and other departments with connections to these three focus areas.**
- Increase external support for research and scholarship, particularly with the National Institutes of Health; funding opportunities may also exist with National Science Foundation, Department of Defense, and/or specialized associations/societies (i.e., American Heart Association, American Physiological Society, etc.). (Appendix 9 shows recent patterns of external proposal submissions & funding.)
- Increase number of peer-reviewed publications within the unit, with the goal of having all tenure and tenure-track faculty publishing annually.
- Encourage faculty and students to attend and present at national and international conferences; encourage faculty and students to apply for national and international awards that will bring recognition to the department.
- Encourage interdisciplinary grant submissions with other departments, centers, and institutes.

3.2 Promote economic and social development and innovation in Michigan the nation, and the world.

- Encourage entrepreneurship for undergraduate students wishing to pursue careers in wellness coordination by establishing collaborative efforts with School of Business and local/regional wellness centers.

3.3 Address societal needs through global partnerships.

- Encourage students to consider International Student Exchange program through student orientation and advising appointments; assist interested students with advising adjustments necessary to ensure graduation goals are still met.
- Expand international engagement and cross-cultural exchanges by establishing “exchange” programs for faculty; one example could be a 2 wk exchange of faculty in similar area of study in which faculty would teach each other’s courses, provide a symposium, and integrate with faculty and students during the exchange.