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MEMORANDUM

December 8, 2006

To: Faculty Senate Executive Committee, Dallas Hoover, Chair

From: Faculty Senate Graduate Studies Committee, Charles Mason, Chair

Subject: Report on the Further Review of the M.S. Program in Health Promotion for Permanent Status

The Faculty Senate Graduate Studies Committee was tasked by the Executive Committee to coordinate the further review of the M.S. in Health Promotion program, which had been granted a one-year extension to its provisional status by the Faculty Senate in the spring of 2006. This program went through a review for permanent status during the fall of 2005 and was recommended by the Graduate Studies Committee to be granted an extension. The purpose of this recommendation was to allow for more information to be acquired to document the quality of the program and success of its students and to determine if the College was going to express a commitment through a plan to support this program at a level ensuring its success.

After due consideration of the new evidence obtained and the previous information available in the documents under review last year, the Graduate Studies Committee concludes, that there is no academic evidence pertaining to quality of the program or qualifications of its graduates to justify disestablishment of the Master of Science program in Health Promotion. The Committee also does not feel it is appropriate to recommend permanent status of the program at this time because of the untested plan proposed for supporting the program for which its execution is just beginning. Consequently, this Committee recommends that the program be given a three-year extension of its provisional status beginning September of 2007 and be reviewed for permanent status at an appropriate time to be placed before the Senate for its recommendation in the spring of 2010. By the end of this provisional period, the new administrative structure the Dean has proposed in her response to providing a plan (see attached memorandum dated Nov. 17, 2006) will have had a chance to be implemented and yield results. We recommend that an external review previously called for by the Executive Committee not be done at this time. We feel the program should be given the next two years to operate under its new direction and be given a Permanent Status Program Review during the third year (academic year 2009-2010) of the provisional extension period.

It is clear from the evidence presented to this Committee that the Health Promotion M.S. program is important to the University of Delaware, the state, and the region. Based on information we gathered concerning peer programs, outside agencies, employers, graduates, and

Health Promotion faculty, it appears to be a well represented program in a growing field in the health sciences. The program has a proven record of success in attracting applicants and graduating students who are being employed in the field. The program has received outside funding in the few years of its existence that has helped to support students on graduate assistantships and internships. A major area of concern this Committee found is with support within the College to ensure appropriate faculty resources are committed to this program, to provide a breadth of faculty for teaching courses and to provide mentoring opportunities for graduate students. The Dean's November 17, 2006, memorandum refers to interdisciplinary support in this program. While this Committee appreciates a plan involving other units to help provide interdisciplinary support resources, our focus was on interdisciplinarity in the academic realm. Healthy academic programs throughout the institution provide a diversity of faculty and course offerings along with opportunities for students to study and experience a variety of options in their field. Whether a program is formally declared as interdisciplinary is not critical. The faculty who oversee the academic aspects of a program should be the body that determines whether a program is formally interdisciplinary. The Dean indicated in her memorandum that the program needs to "meet its original interdisciplinary goal" in order to be successful. If interdisciplinarity remains an issue when this program comes up for its next review, this Committee recommends that the program self-study materials be clear about the academic program versus support resource aspects of interdisciplinarity.

This Committee suggests that our report be provided to the Faculty Senate Coordinating Committee on Education for its review and recommendation. A summary is presented below of our findings from the more recently obtained information on this program arising from the request to this Committee by the Executive Committee. Additional documentation is provided in Appendices A through E.

Directions from the Senate Executive Committee included the Graduate Studies Committee requesting a plan from the College of Health Sciences demonstrating how the M.S. in Health Promotion will be supported in order to enhance its chances of success and to seek a justification if there is no plan to support the program. The Committee was also charged with gathering additional information regarding student testimonials, employers, outside agencies, and comparative programs at other institutions. This report is based on these items.

Plan of Program Support. A request was sent to the College Dean, Betty Paulanka, on October 2, 2006, requesting a plan to support this program. The Dean responded October 25, 2006, stating that the College and Department leadership decided to wait until all the evaluation data were available before completing their plan. In response, this Committee provided the Dean with results and information that were available at that time. On November 22, 2006, this Committee received a memorandum from Dean Paulanka (attached) addressing the plan in which she states that the program will now be administratively housed in the Department of Health, Nutrition, and Exercise Sciences, where six of the seven core faculty members associated with this program reside, whereas one core faculty member is from the School of Urban Affairs and Public Policy. Previously, the program lacked a departmental home and was maintained for several years under the administrative direction of the Office of the Dean. More recently, it has come under the administrative direction of Associate Dean James Richards. We are encouraged by the Dean's transfer of the program to the Department of Health, Nutrition, and Exercise

Sciences under the administrative direction of the Department Chair as well as by the promise to provide faculty with the necessary support for ensuring its success.

It should be noted that within the past few months, outside grants totaling \$424,000 that will help support the Health Promotion M.S. program were awarded to Dr. Michael Peterson, Dr. Avron Abraham, and Dr. Nancy Cotugna, all core faculty members in this program (see Appendix E).

Survey of Graduates of the Program. A survey was initiated during the summer of 2006 to receive information from graduates of the program (see Appendix A).

The survey questions were sent to 28 graduates of the M.S. in Health Promotion program. Seven graduates responded to the initial request for input. A follow-up request for input from the 21 who did not respond has resulted in one additional response.

The responses to these questions were generally positive. The program is praised for the diversity of topics in the Health Promotion core and for the ability to be interdisciplinary in terms of incorporating a broad array of classes from other areas of campus. Internships also provide breadth and diversity to the program of study. Five respondents were pleased with the diversity of faculty. The limited number of faculty teaching the core Health Promotion courses was indicated by four respondents. More details from the summary of responses are presented in Appendix A.

Survey of Employers. A letter containing open ended questions (Appendix B) was sent to current employers identified from the survey of past graduates and to potential employers obtained from the graduate program faculty director for Health Promotion, Dr. Michael Peterson. Out of twelve letters sent, three individuals responded. Two responses were positive and one respondent was unable to provide feedback due to the short tenure of the employee. The responses are provided in Appendix B.

Survey of Outside Agencies. A survey was sent to a list of outside agencies that was put together from information obtained from the graduate program faculty director and from the self-study.

In summary, the Master of Science Program in Health Promotion appears to interact well with outside agencies. The graduates are attractive to many of the agencies and there is demand for the program. It seems that because of the limited scope of the program, the breadth of the students may be somewhat limited. For example, Public Health Programs at some universities appear to be broader and more attractive.

More information on responses to the survey of outside agencies is presented in Appendix C.

Comparative Programs at Other Institutions. Online searches were conducted to identify programs in the nation that offer some type of Master's program in health promotion. There are 49 programs that offer a Master's degree in this field with 22 offering the M.S. Among the 24 University of Delaware peer institutions in the Mid-Atlantic Region, four offer graduate programs in Health Promotion: American University, George Washington, George Mason, and

VPI. The University of Delaware Health Promotion M.S. program appears to be among programs in the nation and region that are in a growing field of the Health Sciences. However, there is an indication in the online information that other health-related majors are filling job openings in Health Promotion. Additional information on the comparative programs is presented in Appendix D.

Additional Program Information.

Additional information and documentation received during this review, including that from the faculty program director, is provided in Appendix E.

CC as a PDF file provided to the following:

Daniel Rich
Havidan Rodriquez
Betty Paulanka
James Richards
Susan Hall
Michael Peterson
Donald Lehman
Alan Fox
Karren Helsel-Spry
Members of the Graduate Studies Committee

Enclosure:

Memorandum dated November 17, 2006, to Charles E. Mason from Betty J. Paulanka regarding M.S. in Health Promotion Plan

Appendices:

- A. Survey of Graduates
- B. Survey of Employers
- C. Survey of Outside Agencies
- D. Comparative Programs at Other Institutions
- E. Additional Program Information



COLLEGE OF HEALTH SCIENCES

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MEMORANDUM

DATE: November 17, 2006

TO: Charles E. Mason
Faculty Senate Graduate Studies Committee

FROM: Betty J. Paulanka *BJP*
Dean, College of Health Sciences

RE: M. S. in Health Promotion Plan

The Health Promotion major provides an important service to the State of Delaware and its citizens. However, its scope of service remains limited by its lack of interdisciplinary support, the narrow vision of its course offerings, and its limited communications with administration and other potential resource sources. Based on the importance of health promotion as a basic concept throughout all majors in the College and the importance of this professional preparation to the State, I have hosted numerous meetings to open communication at the University level and seek stronger inter and intradisciplinary support for this program. These meetings have strengthened my conviction that the program has the potential to meet its original interdisciplinary goal and, thus, I am operationalizing the following plan to ensure its success.

For the present, the program will reside in the Department of Health, Nutrition, and Exercise Sciences and report directly to the Department Chair, Dr. Susan Hall. An external search for a new program Director will begin immediately. In addition, a new Advisory Board with more extensive interdisciplinary representation will be appointed to work with program faculty to expand their curricular views and options. I believe this plan will ensure the program's success by strengthening its leadership, expanding its interdisciplinary support and curricular options, and providing faculty with the necessary support needed to operationalize their goals.

BJP:jrb

Cc: Daniel Rich
Havidan Rodriguez
Mary J. Martin
James G. Richards
Karren Ann Helsel - Faculty Senate
Office file

Susan J. Hall
P. Michael Peterson
Dallas G. Hoover
Alan David Fox

Appendix A: Summary of Survey Responses by Graduates of the MS in HP

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Survey Overview

The following survey questions were sent to 28 graduates of the MS in Health Promotion program. Seven graduates responded to the initial request for input. A follow-up request for input from the 21 who did not respond has resulted in one additional response.

The survey consisted of the following five open response questions.

1. Did your degree program adequately prepare you to achieve your professional goals?
2. Did you feel that the course of study was interdisciplinary in nature?
3. Did your course of study feature a diversity of faculty?
4. Do you perceive a demand for such a degree in your field? If so, would you recommend Delaware's program over another school's?
5. What has been your employment history since graduating from the program?

The responses to these questions were largely positive. As it is expected that there would be some natural bias to giving positive responses to these questions, it was decided to highlight in this summary any evidence in the graduates' responses that indicates the program has or has not met its stated objectives.

Objectives of the MS in Health Promotion Program

Based on the initial proposal for the Graduate Program in Health Promotion, the following seem to be program objectives or expected program benefits.

Objective 1. The program is designed to develop in students the skills and knowledge to:

- a. Help move people to higher levels of health and wellness
- b. Design, implement and evaluate health promotion interventions
- c. Produce a positive impact on health behaviors in varied populations and settings.

Objective 2. The program is to be inter-disciplinary in nature.

Objective 3. It was also expected that the program would provide these benefits:

- a. Enhance research opportunities for faculty interested in sciences related to health promotion.
- b. Added research and service opportunities in outside agencies.
- c. Provide a pool of students to help in on-campus health promotion programs.

Structure of the Summary of Graduates' Responses

As the graduates are more likely to have a basis for giving input on Objectives 1 and 2 than they are for item 3, the summary will focus on the first two objectives. To provide anonymity the eight student responses were labeled A through H. A reference to the response to Question 1 by Graduate A is denoted as A1.

Appendix A: Summary of Survey Responses by Graduates of the MS in HP

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Objective 1. The program is designed to develop in students the skills and knowledge to:

- Help move people to higher levels of health and wellness
- Design, implement and evaluate health promotion interventions
- Produce a positive impact on health behaviors in varied populations and settings.

Responses with Positive Evidence	Responses with Negative Evidence	Evidence Highlights
A1		Courses, projects and grant writing opportunities at UD have provided the foundation for achieving professional goals
B1		Usually feels better prepared for success than peers with degrees from other institutions.
C1		Program prepares students for a wide variety of options in public or private institutions.
D0 (note at top), D1		Excellent scholastic and practical preparation for a diverse and growing field.
D4		The degree makes her a highly valued asset for when her public relations firm is competing for government program work and work from pharmaceutical and health services businesses. The UD program encouraged her to diversify her education with multiple internship/practicum experiences.
E1		Adequate preparation.
F1		Absolutely prepared to achieve professional goals!
	G1	Fair preparation. The program should include more preparation in grant writing and higher level research methods.
H1, H4		Flexibility to concentrate in nutrition and children's health was an excellent preparation. It provided a unique skill set which allows her to be a significant contributor at work.
A5, B5, D5, F5, H5		Apparently significant, relevant work histories
	E1, E5	Feels the field is growing and that there are job opportunities, but she is somewhat disillusioned about her own prospects in finding meaningful work in HP. Part of this stems from an inability to relocate due to her husbands work. Also feels that compensation in the field is relatively low. She is looking to change to a career outside of HP.

Brief Summary – All but one of the graduates feels well prepared for successful career development in HP. With one exception they seem to be pleased by their career progress and achievements.

Appendix A: Summary of Survey Responses by Graduates of the MS in HP

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Objective 2. The program is to be inter-disciplinary in nature.

Responses with Positive Evidence	Responses with Negative Evidence	Evidence Highlights
A2		Very pleased with the special permission given to include 9 credit hours of business/marketing courses in the program. This interdisciplinary aspect of her program has been highly instrumental in her career development. She hopes this option is now generally available.
B2		Breadth in coverage of HP, Statistics, Educational Research
C2		Pleased with the diversity of topics covered in the HP core courses. Also pleased with the program flexibility that empowers students to pursue specific career objectives.
E2		Wide coverage of HP topics.
	G2, G3, G4	Not very interdisciplinary. Only recalls one instance of collaboration. A lack of diversity in the faculty is a major weakness in the program. Disappointed in the lack of help in finding internships and employment.
H2		The flexibility in the program allows one to take courses in a wide variety of disciplines to achieve personal goals.
A3, B3, C3, D2, D3, F2, F3		Pleased with the diversity of faculty they were exposed to. In some cases this is due in part to the ability to take courses across the campus (business / psychology / education / biomechanics). One noted the opportunity to work as a graduate assistant with professors other than Dr. Peterson and also noted taking courses from several HP faculty. One noted the benefits of an internship that helped with her specific career goals.
	D3, E3, H3	The diversity of faculty in the HP core is limited. Two graduates note that taking classes in other areas improved faculty diversity.

Brief Summary – The program is generally praised for the diversity of topics in the HLPR courses and for the ability to be inter-disciplinary in terms of incorporating a broad array of classes from other areas of campus. Internships also provide breadth and diversity to the program of study. The limited number of faculty teaching the HLPR courses is a weakness.

University Graduate Studies Committee Note – Inter-disciplinarity is a matter of definition. Internships and credits taken in business/marketing are cited as evidence of inter-disciplinarity; however, these could be regarded as extrinsic and occasional features. If one defines inter-disciplinarity in terms of intrinsic features such as faculty and course offerings, then the core of the HP program falls short in the eyes of some of these respondents.

17 August 2006

Dear BLANK,

I am writing to you on behalf of the University of Delaware's Faculty Senate to ask a few questions about your experience as a graduate student in the MS program in Health Promotion.

The Faculty Senate has commissioned its Graduate Studies Committee (of which I am a member) to review the MS program in Health Promotion for permanent status. Until now it has been a provisional program, not a permanent one. The mission of the Graduate Studies Committee is to acquire information regarding the past performance of the program, its current status, and its potential for the future.

The Graduate Studies Committee seeks your candid response and input to this important review. We ask that you return the attached questionnaire with your responses to the address below by **September 6, 2006**. If you prefer, you may email the responses directly to me at the email address below.

I greatly appreciate your help with this process.

All good wishes,

Matthew J. Kinservik
Director of Graduate Studies
Department of English
University of Delaware
Newark, DE 19716-2537
302-831-3657
matthewk@udel.edu

QUESTIONNAIRE FOR GRADUATES OF MS PROGRAM IN HEALTH PROMOTION

(1) Did your degree program adequately prepare you to achieve your professional goals?

(2) Did you feel that the course of study was interdisciplinary in nature?

(3) Did your course of study feature a diversity of faculty?

(4) Do you perceive a demand for such a degree in your field? If so, would you recommend Delaware's program over another school's?

(5) What has been your employment history since graduating from the program?

Appendix B: Responses from Survey of Employers

The following 3 pages show the emails from 3 individuals who responded out of 12 letters sent out. The 4th page contains the letter sent out.

1

Charles Mason

From: "Robin Dellolio" <rdellolio@slackinc.com>
To: <pkolchin@UDel.Edu>
Sent: Tuesday, October 31, 2006 8:27 AM
Subject: response to letter

Peter, I am responding to a letter sent to me regarding an individual by the name of [REDACTED] [REDACTED] was employed by us from November of 2004 to mid August of 2005 as a Project Editor in our special projects division. During her brief stay with us she did seem to have what it took to do the work required of her. Additionally, she held an employee lunch and learn session on her own time discussing healthy eating habits. It was quite a success. She seemed to be passionate about the topic. Unfortunately due to her short tenure with us it is difficult for me to supply you with much information. If you have any questions or would like any additional information, please feel free to email me back. Good luck with your study.

Robin Dellolio
Human Resource Manager
Service Division
rdellolio@slackinc.com
ph:856.848.1000, ext. 210

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11/7/2006

Charles Mason

2

From: "Lisa Quinn" <lquinn@palcs.org>
To: <pkolchin@UDel.Edu>
Sent: Wednesday, November 01, 2006 3:19 PM
Subject: MS in Health Promotion

Dear Mr. Kolchin,

I received your note regarding the MS in health Promotion offered at the Universtiy of Delaware.

I think it is a wonderful program. Of course you know that the US is in a health crisis, regarding exercise, obesity, diabetes, cancer, etc. There are so many things that can be done to educate the public about these and other diseases, that will clearly impact our nation's health. If people know what to do and how to do it they can prevent and even cure these things.

[REDACTED] works at our school, The Pennsylvania Leadership Charter School. She is such an asset to our team. She has been here since March, and is now working as an intern. If your other students are any thing like her, you must have a fine crop indeed. She is organized, caring, professional, punctual, and in short an effective teacher.

I tell her that she definitely has a place on a full time staff here if she is interested, after she completes her degree.

Please continue to do this good work. This is not the time to drop an initiative you have started almost ten years ago. More than ever we need to push healthy lifestyles.

If you have any more questions feel free to respond. I hope this was helpful!

Sincerely,
Lisa Quinn

11/7/2006

Charles Mason

3

From: "Miller, Barbara A." <Barbara.Miller@ibx.com>
To: <pkolchin@UDel.Edu>
Sent: Monday, November 06, 2006 11:41 AM
Subject: Program in Health Promotion

Mr. Kolchin,

This email is in response to your letter of October 24, 2006 regarding one of your graduates, [REDACTED].

[REDACTED] worked for Independence Blue Cross as a Medical Editor from August 29, 2005 until April 4, 2006. Because of her short tenure, I am unable to give you any specific feedback about her performance or about the training she received through your program.

Barbara Miller
Manager, Human Resources

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11/7/2006

[date]

Office of Human Resources
[address]

Dear

I am writing you as a member of the University of Delaware Graduate Studies Committee, because you currently employ or have recently employed a graduate of the University's Program in Health Promotion ([name of graduate]). I hope that you will be able to help us as we conduct a review of this program.

The University of Delaware Faculty Senate has commissioned the Graduate Studies Committee to review the Master of Science Program in Health Promotion for permanent status. Our mission is to acquire information regarding the past performance of the program, its current status, and its potential for the future. The MS in Health Promotion was granted provisional status as a new program and initiated in the fall of 1998 as a multi-disciplinary major in the College of Health and Nursing Sciences. The 33-credit non-thesis Master's Program is designed to prepare public health professionals for careers in the promotion of healthy behavior and lifestyles "through a combination of efforts that involve cognitive and behavioral modification, and environmental and cultural change."

The Graduate Studies Committee seeks your candid input as we conduct this review. We would welcome any impressions that you could share with us about the training and performance of the program's graduate whom you employ, as well as about the program itself. I can assure you that no one outside of the Committee will have access to your remarks and that our interest is in the aggregate responses, not in comments about any particular individual.

Please feel free to respond by e-mail (pkolchin@udel.edu) or letter, and thank you in advance for your assistance in this project.

Sincerely,

Peter Kolchin
Professor of History

Appendix C

Results of Agency Survey for the MS Program in Health Promotion

The following agencies, which had interaction with the M.S. Program in Health Promotion, were contacted to evaluate the external impact of the program.

Delaware Division of Public Health, Fred Breukelman
Delaware Division of Aging and Adults with Physical Disabilities, Chris Oakes
Pennsylvania Leadership Charter School, Lisa Quinn
Beautiful Gate Outreach Center, Renee Beaman
Delaware HIV Consortium, Susan Tanner
Christiana Care Health Care System, Moving Women Forward, Jennifer O'Neil

The following survey was presented to the points of contact, either electronically or by telephone to evaluate the interactions and demand for the M.S. Program in Health Promotion.

The Faculty Senate has commissioned its Graduate Studies Committee (of which I am a member) to review the MS program in Health Promotion for permanent status. Until now it has been a provisional program, not a permanent one. The mission of the Graduate Studies Committee is to acquire information regarding the past performance of the program, its current status, and its potential for the future.

The Graduate Studies Committee seeks your candid response and input to this important review. We ask that you return the attached questionnaire with your responses to the address below by November 30, 2006. If you prefer, you may email the responses directly to me at opila@udel.edu.

(1) How have you interacted with the Health Promotion Program at the University of Delaware?

(2) Have you employed graduates of the U. of Delaware Health Promotion Program?

(3) Did this degree program adequately prepare students for your organization?

(4) Do you perceive a demand for such a degree in this field? If so, would you recommend Delaware's program over another school's?

We have recorded the responses to each of the questions on the following pages.

(1) How have you interacted with the Health Promotion Program at the University of Delaware?

--very little, one class requires community project; did not work out well—required secondary data analysis, and one student dropped the class leaving the other with an overload, so the project was dropped.

--worked with one set of students (three of them) and they prepared a nutrition program for kids; they assembled it, but did not present it.

--I assigned specific tasks to 4 students to assist with health promotion activities within my agency.

--yes, currently have an outstanding intern, working 20 hours/week. The intern is a real professional, and a real part of the program.

--many ways, have contracted Health Promotion to develop programs, employer, and supervisor of students on interns

--yes, worked closely with students and faculty and interns; positive interaction.

(2) Have you employed graduates of the U. of Delaware Health Promotion Program?

--no, but do know people in the program who seem quite good.

--not that program.

-- No, I have not.

--no, but would like to

--yes

--interns, but no employees yet. There are many other divisions with the State of Delaware who have hired employees.

(3) Did this degree program adequately prepare students for your organization?

--yes, preparation is very similar to respondent's job, administrative, needs assessment.

--no, there is little overlap.

--The first group of students that completed their assignment in an excellent manner, in which I feel contributed to their participation in this degree program. (The second group has not completed their assignment yet)

--yes, definitely; but would like students to graduate with certification in health education; perhaps work more closely with the education department.

--good experience while mentoring internship, and as an employer.

--yes, it is a win/win situation.

(4) Do you perceive a demand for such a degree in this field? If so, would you recommend Delaware's program over another school's?

--definitely see a demand. Public Health Degree may be general, and Drexel has only accredited degree geographically between Johns Hopkins and Rutgers.

--not specifically, a better degree is Masters in Public Health given at Johns Hopkins and Drexel.

--I do perceive that there will be an increase demand and need for this degreed field of study. I am unaware of other schools having this program.

--sees a strong demand in this field, especially for the teaching of health issues to secondary students. Keep on doing great work!!

--good candidates; for the State of Delaware, U. of Delaware has an advantage, but there are competitive programs at Temple, Penn, Drexel, Johns Hopkins and Westchester

--yes; collaboration with the Program has grown; the State also collaborates with Temple, Drexel, Penn, and Johns Hopkins, but UD is geographically closer.

In summary the Master of Science Program in Health Promotion appears to interact well with outside agencies. The graduates are attractive to many of the agencies and there is demand for the program. It seems that because of the limited scope of the program, the breadth of the students may be somewhat limited. For example, Public Health Programs at some universities appear to be broader and more attractive. However, this may be a question of focus, and related to the idea of interdisciplinarity. Broadening the program will undoubtedly require more interdisciplinarity and growth of the program. A small program cannot be all things to all people. Thus the college, department, and program must work to ensure that the M.S. Program in Health Promotion is properly focused given its size and other variables.

Appendix D: Information from websites and contacts at other universities with a comparable HLPR program

In total we found 49 programs that offer some type of masters degree in health promotion divided as follows,

- 13 offer MPH,
- 4 offer MA,
- 5 offer Med,
- 1 offers MA or MS,
- 1 offers MA or MPH,
- 1 offers MPH, MSPH, MS or MAT,
- 1 offers MED, MPE or MS,
- 22 offer MS.

Total Universities offering the MS in specifically in Health Promotion: 25

List of UD Peer Universities

The following list was provided by Michael F. Middaugh, Assistant Vice President for Institutional Research and Planning, University of Delaware.

Carnegie Mellon University
Drexel University
Lehigh University
Temple University
Penn State University
University of Pennsylvania
University of Pittsburgh
New Jersey Institute of Technology
Rutgers University
Princeton University
Johns Hopkins University
University of Maryland – Baltimore County
University of Maryland – College Park
*American University
Catholic University
*George Washington University

Georgetown University
Howard University
College of William and Mary
*George Mason University
Old Dominion University
University of Virginia
Virginia Commonwealth University
*Virginia Polytechnic Institute and State University

*From these 24 peer universities, 4 offer graduate programs in health promotion:

- American University (MS)
- George Washington University (MPH)
- George Mason University (MS)
- Virginia Polytechnic Institute and State University (MS – Online)

A chart comparing these with the program offered by the University of Delaware is shown in the table below.

It should be noted that there are other universities within the area that have consistently placed their graduate students in the areas of disease prevention and health promotion, even though they do not offer a Master's program specifically in health promotion. As examples:

West Chester University offers a MPH degree in Integrative Health;

Johns Hopkins has a Master's in Health System Management and a Master's in Public Health;

Temple University has a dual Master's degree in Public Health and Social Work; and

Penn State University has a M.Ed. in Health Education.

Comparative Table of UD HLPR Program with Those in the Four Peer Universities:

	U of D	American University College of Arts and Sciences Department of Health and Fitness Washington, DC 20016-8001	The George Washington University School of Public Health and Health Services Department of Prevention and Community Health Washington, DC 20052	George Mason University School of Recreation, Health, and Tourism College of Education and Human Development Fairfax, VA 22030	Virginia Polytechnic Institute and State University School of Education College of Liberal Arts and Human Sciences Blacksburg, VA 24061
Profile	MS	Offers health promotion management (MS).	Offers community-oriented primary care (MPH); health promotion (MPH); maternal and child health (MPH); public health and emergency management (Certificate).	Offers MS Exercise, Fitness, and Health Promotion.	Offers MS Health Promotion. (on-line degree)
URL	http://www.udel.edu/HNES/ms-hp/	www.american.edu/cas/health/dhf/msabout.html	www.gwumc.edu/sphhs/academicprograms/programs/MPH_graduate_certificate/Hpro.pdf	http://rht.gmu.edu/programs/graduate/msefhp/index.htm	www.soe.vt.edu/hp/about.htm
Admission Requirement	GRE 1050 <ul style="list-style-type: none">▪ Psychology▪ Sociology▪ Statistics▪ Equivalent of 3 topical health-related courses▪ Health Promotion or Community Health Programming course	human anatomy exercise physiology		<ul style="list-style-type: none">• Graduate Record Examination (GRE) or• Miller Analogy Test (MAT) scores (within previous five years)• Have completed undergraduate course work in human anatomy and physiology, nutrition, exercise physiology, and kinesiology	GRE

Degree Requirement	Core Credits 18 Area of Emphasis (optional) 6 Electives (advisor approved) 6 Internship or Research Project 3 Total number of required credits 33	40 credit degree that can be completed in five semesters (including summer semesters).	Core Courses (19 credits) and Program-Specific Courses and electives (26 credits). 45 total credit requirement	Degree Options and Requirements Thesis Option 1. 18 cr. compose the core 2. 6 cr. compose the electives 3. 6 cr. compose the thesis 4. Oral examination Nonthesis Option 1. 18 cr. compose the core 2. 12 cr. compose the electives 3. Written comprehensive examination 30 credits total	Health Promotion Core (24 hrs.) Elective Courses - Choose 6 hrs from the following: Instructional Technology Courses (Health Promotion - Related Online Courses) Motor Skills and Sport Courses (related online courses)
Faculty Contact		Dr. Anastasia Snelling ssnelli@american.edu	Dr. Caroline Sparks, PhD. MA Program Director jhochs@gwumc.edu	Dr. Robert Ruhling Coordinator ruhling@gmu.edu	Dr. Richard Stratton Director rstratto@vt.edu
Misc.		Established in 1980, the MS in Health Promotion Management program was the first in the U.S. to integrate the business, science, and art of health promotion. Faculty: 4 full-time (1 woman), 21 part-time/adjunct (14 women). Faculty research: Health promotion in corporate/government and international settings, epidemiology of physical activity, developing	Students: 151		This virtual program is designed to provide students with information that will give them an understanding of the antecedents and correlates to many of today's health problems. Students will acquire skills and competencies that will enable them to develop, implement, and evaluate programs or interventions that are designed to promote, protect, or improve the health and well-being of various clientele. Successful completion of this program leads to a master's of science degree and enables

		<p>educational programs that effectively change individual behavior to reduce risk factors associated with chronic disease.</p> <p>Financial Support: Research assistantships with tuition reimbursements, teaching assistantships with tuition reimbursements, career-related internships or fieldwork, Federal Work-Study, and institutionally sponsored loans available. Support available to part-time students. Financial award application deadline: 2/1.</p> <p>Students: 19 full-time (17 women), 17 part-time (16 women); includes 5 minority (3 African Americans, 2 Hispanic Americans), 3 international. 300+ Graduates.</p>			<p>most graduates to take the Certified Health Specialist (C.H.E.S.) examination.</p>
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Appendix E

Additional Program Information

- 1. College of Health Sciences Agenda dated 10-16-2006 listing grant awards**
- 2. Memo dated 10-19-2006 to Dean Paulanka from Faculty providing HLPR Faculty Committee Recommendations**
- 3. Memo dated 10-30-2006 to Dr. Mason from Dr. Peterson providing revised course requirements for degree**
- 4. Memo dated 10-31-2006 to Dr. Mason from Dr. Peterson in response to concerns from the Senate Graduate Studies Committee previously stated in their March 27, 2006 memo**
- 5. Memo dated 10-25-2006 to Dr. Mason from Dean Paulanka regarding Plan to Support HLPR with 6 enclosures**

**UNIVERSITY OF DELAWARE
COLLEGE OF HEALTH AND NURSING SCIENCES**

FALL COLLEGE MEETING

AGENDA - REVISED

DATE: Monday, 10/16/2006
TIME: 2:30 – 3:45 p.m.
PLACE: 114 McDowell Hall
RECORDER: J. Robin Buccos

Introduction of New Faculty/Staff:	HNES	Iva Obrusnikova
	MEDT	Jane Craft
	NURS	Amy L. Cowperthwait
		Veronica F. Rempusheski
		Wayne F. Voelmeck

1. Approval of Minutes: Spring, April 10, 2006, College Meeting
2. University Initiatives
 - a. UD Women's Club – Ann Marie Nowak, Special Events Coordinator
 - b. Personal Employee and Benefit Information Overview – Anna Bloch
3. College Happenings
 - a. CHS Library Liaison – William Simpson
 - b. Triumph Bracelets
 - c. Human Performance Lab
4. College Standing Committee Reports
 - a. Committee on Promotion and Tenure – Evelyn Hayes, Chair
 - b. Committee on Governance – Erlinda Wheeler, Chair
 - c. Curriculum Committee – Carolyn Manning, Chair
 - d. Center for Research Development Advisory Council – James Richards, Director
5. Featured Research Presentations
 - a. William Rose, NURS, *Blood pressures and flows in the systemic circulation*

Announcements

- Congratulations to Betty Paulanka, CHS Dean, for receiving the President's Distinguished Alumni Award for 2006 from the Neumann College Alumni Association. This award is given to an outstanding alumnus who, through their own professional development, service to Neumann College, and community service has exemplified the mission and values of Neumann College.
- Congratulations to Nancy Cotugna and Mike Peterson, HNES, for their team participation on a cooperative extension grant of \$10,000, *Exploring the use of emotion-based messages to promote healthy eating*, awarded to Sue Snider, Animal and Food Sciences
- Congratulations to Lebo Setiloane, HNES, on her appointment as Director of the UD African Studies Program for the next three years.
- Congratulations to Lebo Setiloane, HNES, on her appointment by the US Department of Health and Human Services' Office on Women's Health to serve on their Minority Women's Health Panel of Experts for the next three years.
- Congratulations to Christine Cannon, NURS, on her appointment by Governor Ruth Ann Minner to serve as a member of the Governor's Consortium on Hispanic Affairs.
- Congratulations to Amy Johnson, NURS, who will be recognized in September with the honor of the National Excellence in Neonatal Nursing Practice Award from the Academy of Neonatal Nurses
- Congratulations to Kathleen Brewer-Smyth, NURS, on her application and successful award in May 2006 for a competitive NIH travel grant to attend programs at the Office of Behavioral and Social Sciences Research (OBSSR) at the NIH.
- The following grant awards were awarded between the 2006 Spring College Meeting and now:

Dena Deglau, HNES, <i>Pedagogical analysis of effective teaching behaviors</i> , Center for Teaching Effectiveness/General Education Initiative and IT-User Services	\$17,440
David Edwards, HNES, <i>Exercise training and endothelial function in chronic kidney disease</i> , UDRF	\$25,000
Thomas Kaminski, HNES, <i>Postural sway and neuropsychological performance following an acute bout of soccer heading</i> , Eastern Athletic Trainer's Association	\$4,000
Thomas Kaminski, HNES, Graduate student support for Mary Beth Gilliam, Christiana Care Health Systems	\$13,520

Thomas Kaminski, HNES, Mary Beth Gilliam, HNES Grad. student, <i>Postural sway and neuropsychological performance following an acute bout of soccer heading</i> , National Athletic Trainer's Association	\$1,000
Christopher Knight, HNES, Summer Research Experience for Undergraduate Students, UDRF	\$3,500
Christopher Modlesky, HNES, <i>Vitamin K and bone in children with Cerebral Palsy</i> , National Institutes of Health R03, 2 years	\$151,000
Michael Peterson, Avron Abraham, HNES, <i>Health promotion program: Get up and do something</i> , State of Delaware	\$400,000
Michael Peterson, HNES, Graduate student support for Andrea Griffith, Pennsylvania Leadership Charter School	\$13,700
Michelle Provost-Craig, HNES, Graduate student support for John Stabley, Christiana Care Preventive Medicine & Rehabilitation Institute	\$13,520
Buz Swanik, HNES, <i>Biomechanical and neurocognitive analysis of skill and unintentional knee injuries</i> , UDRF	\$25,000
Buz Swanik, HNES, <i>Promoting clinical reasoning skills in athletic training students</i> , Center for Teaching Effectiveness/General Education Initiative and IT-User Services	\$20,070
Buz Swanik, HNES, <i>The effect of shoulder plyometric training on muscle activation strategies and kinematics</i> , National Athletic Trainers Association	\$12,456
Linda Bucher, NURS, Nursing Research Facilitator 2006-2007, Christiana Care	\$52,100
Christine Cannon, NURS, <i>Take responsibility for your own health: Breast health for young women</i> , Biden Breast Health Initiative	\$1,500
Amy Johnson, NURS, Summer Research Experience for Undergraduate Students, UDRF	\$3,500
Amy Johnson, NURS, <i>Service learning in Australia: Healthcare of aboriginal people</i> , Center for Teaching Effectiveness/General Education Initiative and IT-User Services	\$8,388
Diane Mick, NURS, <i>Response shift and renewal after illness in older adults</i> , UDRF	\$25,000

Lisa Plowfield, NURS, <i>2006-2007 Advanced Education Nursing Traineeships</i> , Health Resources and Services Administration (HRSA)	\$34,990
William Rose, NURS, <i>Development of a global model of pressure and flow in the human systemic arterial vascular bed</i> , CHS Center for Research Development	\$3,000
<u>TOTAL</u>	<u>\$828,684</u>

- Division of Special Programs Initiatives:

Implemented RN Refresher Course for 06 summer (11 registrations) and 06 fall (33 registrations). Participants represented 5 states in the summer and 9 states in the fall plus one foreign country, Bangkok, Thailand.

Collaborated with Dr. Tom Hardie in the preparation of a budget for an NIH funded online CE program titled, Prevention and Treatment of Alcohol Use Disorders.

Collaborated with Delaware End-of-Life Coalition to organize and coordinate a day and a half conference on end-of-life issues for clergy and healthcare professionals.

Currently collaborating with Christiana Care Health Services and the School of Nursing to organize and coordinate a one-day conference, October 24, 2006, titled, Show Me the Evidence – And Now What?

Currently collaborating with the School of Nursing and partners throughout the State in the development of a one-day conference focused on chronic illness and complementary alternative medicine – projected date is Spring 2007.

Completed production of two modules of a thanatology certificate program.

Planning is in progress for a forensic certificate program.

Collaborated with Center for Counseling & Student Development (Cynthia Diefenbeck) and Wellspring in partnership with Delaware Hospice to offer a psycho-educational support group for University students (www.udel.edu/livingwithloss).

REMINDERS to Faculty and Staff:

- Please remember to sign one of the attendance sheets when you arrive for the meeting.
- If you are not able to attend this meeting, please send an email message to Barbara Vogt at bsvogt@udel.edu or call ext. 2381 so you will be recorded as Excused.

MS IN HEALTH PROMOTION PROPOSAL FACULTY COMMITTEE RECOMMENDATIONS

To: Dr. Betty Paulanka, Dean, College of Health Sciences
From: MS in Health Promotion Program Committee Faculty
Date: October 19, 2006

Conditions for permanent status of the MS in Health Promotion program require that the following elements be addressed: strong commitment to academic rigor, an academically healthy cross-section of faculty involvement, a clear delineation of faculty and administrative responsibilities, and adequate resources to support the program. In addition, graduate student educational objectives and expected outcomes as well as a means of assessing program success must be included in the plan. Following is the committee's consensus on each of these issues:

1. **Committee recommends the MS in Health Promotion program become solely housed and administrated in the Department of Health, Nutrition, and Exercise Sciences.** Given that the majority of faculty who teach required courses and HLPR courses are in this department, this move is seen as appropriate and healthy for the program.
 - a. The committee recommends the following administrative structure as part of the Department of HNES.
 - i. The program have faculty representation on the Department Graduate Committee
 - ii. The program follow the NTDT graduate program model (currently housed in the Department of HNES) which maintains a Graduate Program Faculty Committee that is responsible for the day-to-day operations and curriculum of the program
2. **Committee approves the following be part of the MS in Health Promotion program core faculty with their corresponding responsibilities:**
 - a. **Dr. Avron Abraham:** Advising, Research Projects
 - b. **Dr. Nancy Cotugna:** Advising, Research Projects, HLPR 809 (required course), and NTDT electives
 - c. **Prof. Eric Jacobson (UAPP):** Advising, Research Projects, and Health Policy Course
 - d. **Dr. Marie Kuczmariski:** Advising, Research Projects, and NTDT electives
 - e. **Dr. Elizabeth Orsega-Smith:** Advising, Research Projects, HLPR 813, HLPR 815, and HESC 609 (required course)
 - f. **Dr. Michael Peterson:** Advising, Research Projects, HLPR 610, HLPR 803 (required course), HLPR 819, HLPR 823 (required course), Internships, and Program Director
 - g. **Dr. Steve Goodwin:** Advising, Research Projects

For a full list of faculty participation, see Program catalogue—recommended electives

3. Faculty and Administrative Responsibilities:

We approve a faculty and administrative responsibility distribution that is similar to the current NTDT non-thesis graduate program model as stated below:

a. HNES Department Chair

- i. Ex-officio on MS in Health Promotion Faculty Committee
- ii. Sign-off on programs of study
- iii. Student grievances
- iv. Sign off on program completion

b. Faculty

- i. Direct program
- ii. Admission decisions
- iii. Qualifying exams
- iv. Internship approval and monitoring
- v. Program of Study approval
- vi. Advisement
- vii. Curriculum
- viii. Approve and Supervise Research Projects

4. Resources

- a. Committee would expect continuation of existing resources allocated to the program (e.g. GA lines assigned to program), as well as any other resources that are generally provided and available to existing departmental graduate programs
- b. Sufficient faculty workload allocation to insure full-time students can meet all program requirements within two (2) years.
- c. Sufficient faculty workload allocation to insure program success and growth
- d. Secretarial assistance
- e. Web-page support and presence
- f. Adequate space allocation for Health Promotion program GA's
- g. Program marketing support

5. Educational Objectives and Expected Outcomes

- a. Assess individual and community needs for health promotion
- b. Plan health promotion strategies, interventions, and programs
- c. Implement and manage health promotion strategies, interventions, and programs
- d. Conduct evaluation and research related to health promotion
- e. Understand and apply health behavior theories to behavior change
- f. Communicate and advocate for health and health promotion
- g. Serve as a resource for health and behavior change

6. MS in Health Promotion program assessment

- a. Institute a formal review process that is linked to graduation. Specifically, require students to complete a formal written and confidential survey that

addresses program objectives and issues. Survey completion would be required to graduate.

- b. Conduct a Program Self-study in accordance with program review guidelines as provided by the Provost's Office (below). The self-study would be conducted every FIVE (5) years.

We the undersigned MS in Health Promotion program faculty agree with this plan and believe it is in the best interest of the students, program, and University.

Dr. Avron Abraham

Dr. Nancy Cotugna

Professor Eric Jacobson

Dr. Marie Kuczmariski

Dr. Elizabeth Orsega-Smith

Dr. Michael Peterson

Dr. Steve Goodwin

Charles Mason

From: "Michael Peterson" <pmpeter@UDel.Edu>
To: "Charles Mason" <mason@UDel.Edu>
Sent: Monday, October 30, 2006 1:41 PM
Attach: MSHP Degree Requirements Revised 2006.doc; MSHP Class Schedule Revised 2006.doc
Subject: MS in Health Promotion

Dear Dr. Mason:

As of now you have probably received Dean Paulanka's memo response to the Faculty Senate Graduate Committee. Unfortunately, Dean Paulanka did not include the work that our MS in Health Promotion program faculty had worked on, and what we had presented to her, and Drs. Hall and Richards. I have enclosed those materials for you and the committee. Please note that the faculty have gone to great lengths in a good faith effort to resolve any concerns Dean Paulanka and Dr. Hall have had about the program. I personally met with Dr. Hall twice, and once more with HNES faculty regarding this program and open faculty lines and workload issues; twice with Dean Paulanka (once with Dr. Nancy Cotugna attending); and once with Dr. Bethany Hall-Long (Director School of Nursing) and Dr. Larry Purnell (Chair, School of Nursing Graduate Studies Committee). All were presented the attached items.

I would be happy to talk with the committee in response to Dean Paulanka's memo, especially to address the email I sent to her that she, in my opinion, misquoted and took out of context. However, I would rather focus on solutions and how to create the administrative support for this important and valuable graduate program.

Sincerely,
Dr. Michael Peterson
Professor
Director, Health Promotion Graduate Program.

11/30/2006

Course Requirements for the Degree (Revised 10/06)

The Master of Science in Health Promotion requires 30 credit hours of coursework at the 600 and 800 level, and 3 credits of either an internship or research project. The 30 credits of coursework must include 18 credits of required courses, and 12 credits of advisor approved coursework.

Credit Requirements

Core Credits	18
Area of Emphasis	6
Electives (advisor approved)	6
Internship or Research Project	3
Total number of required credits	33

A. Courses Required Within Health Promotion (18 credits)

HESC 609	Survey Research Methods
HESC 602	Statistics (or equivalent)
HLPR 803	Advanced Health Promotion Programming
HLPR 809	Health Behavior

And One of the following:

HLPR 823	Human Response to Stress
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OR

HLPR 815	Health Psychology and Behavioral Medicine
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And One of the following:

HLPR 813	Health and Aging
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OR

HLPR 819	Social Marketing
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B. Area of Emphasis

Exercise Science Emphasis (6 credits)

HESC685	Advanced Exercise Prescription
HESC800	Advanced Physiology of Exercise

Cardiac Rehabilitation Emphasis (6 credits)

HESC685	Advanced Exercise Prescription
HESC665	Cardiovascular Assessment I

Nutrition Emphasis (6 credits)

NTDT640	Nutrition and Aging
NTDT645	Teaching Methods: Nutrition and Foods
NTDT615	Advanced Nutrition and Physical Activity
NTDT660	Community Nutrition

Aging Emphasis (6 credits)

NTDT640	Nutrition and Aging
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IFST603 Human Development: Lifespan Perspective
IFST600 level or higher – Aging related course

C. Recommended Electives (12 credits)

HLPR 610	Health and the Media
HLPR 807	Topics and Issues in Health Promotion
UAPP 657	Health Policy
UAPP 804	Program Evaluation for Health and Social Services
UAPP 808	Qualitative Methods for Program Evaluation
IFST 601	Theories of Human Development
IFST642	Leadership in Human Services
SOCI 607	Sociology of Gender
COMM 610	Organizational Communication Theory
COMM 654	Children and Mass Media
COMM 656	Communication in Organizations
COMM 657	Children, Television, and Education
COMM 624	Media Message Analysis
EDUC 685	Multimedia Literacy
HESC 800	Advanced Physiology of Exercise
POSC653	Politics and Healthcare

C. Internship or Research Project

HLPR 864	Internship
OR	
HLPR 868	Research Project

Prior to enrollment in either HLPR 864 or HLPR 868 students must successfully pass a Qualifying Exam.

HEALTH PROMOTION SCHEDULE OF CLASSES REVISED OCTOBER 2006

Winter 2007-2012

HLPR 610 Health and the Media (Peterson)

Spring 2007/2009/2011

HLPR 815 Health Psychology and Behavioral Medicine (Orsega-Smith)

HLPR 819 Social Marketing (Peterson)

HLPR 864 Internship (Peterson)

HLPR 866 Special Project (Graduate Faculty)

HLPR 868 Research Project (Graduate Faculty)

Fall 2007/2009/2011

HLPR 803 Advanced Health Promotion Programming (Peterson)

HLPR 866 Special Project (Graduate Faculty)

HESC 609 Survey Research Methods (Orsega-Smith)

Spring 2008/2010/2012

HLPR 813 Health and Aging (Orsega-Smith)

HLPR 823 Human Response to Stress (Peterson)

HLPR 864 Internship (Peterson)

HLPR 866 Special Project (Graduate Faculty)

HLPR 868 Research Project (Graduate Faculty)

Fall 2008/2010/2012

HLPR 803 Advanced Health Promotion Programming (Peterson)

HLPR 809 Health Behavior (Cotugna)

HLPR 866 Special Project (Graduate Faculty)

HESC 609 Survey Research Methods (Orsega-Smith)

- All HLPR courses can be taught within currently assigned workloads. Peterson teaches 1 graduate course per semester currently, and this will be continued. He will also continue overseeing HLPR 864—Internships. He will teach HLPR 803 in Fall, and HLPR 819 or HLPR 823 alternately during the Spring semester.
- Orsega-Smith will continue to teach HESC 609—Survey Research Methods in the Fall, and either HLPR 813 or HLPR 815 alternately during the Spring semester. This fits within her current workload assignment
- HLPR 809 will be taught every other year as it is currently scheduled by Cotugna. This has historically been part of her workload.
- HLPR 807—Topics and Issues in Health Promotion, historically taught by Waterfield, will be moved to elective status. To be reinstated if resources become available
- Degree requirements have been slightly altered to adjust for these workload and resource driven changes (see attached).
- Changes still allow full-time students to graduate in two years.

Charles Mason

From: "Michael Peterson" <mpeter@UDel.Edu>
To: <mason@UDel.Edu>
Sent: Tuesday, October 31, 2006 1:47 PM
Subject: MS in Health Promotion

Dear Dr. Mason:

In response to your memo dated March 27, 2006 from you to Dr. Dallas Hoover, Chair--Faculty Senate Coordinating Committee on Education, the MS in Health Promotion faculty have undertaken steps to address your the Faculty Senate Graduate Studies Committee concerns. Below is a list of some of the steps we have taken and/or proposed, along with some additional information that may be of help to the committee.

Concern: Dr. Peterson takes on a large share of the directing, teaching and advising of students:

Faculty Response: The MS in Health Promotion faculty committee was expanded from 5 members to 7 members. Dr. Waterfield retired this year, but Drs. Abraham, Goodwin, and Kuzmarski were added.

All 7 faculty are now assigned MS in Health Promotion advisees.

5 of the 7 faculty will assist in the administering of qualifying exams

Concern: Dr. Peterson has taught 3 of the 4 HLPR required courses and 4 out of 5 regularly scheduled courses with the HLPR rubric.

Faculty Response: Per the previously sent Revised Degree Requirements and Revised Schedule of Classes (both yet to be approved, pending the review process) we have officially proposed the following:

Dropped HLPR 807, Topics and Issues in Health Promotion as a required course and moved it to an elective course.

Added HLPR 819, Social Marketing taught by Peterson, as an optional required course with HLPR 813, Health and Aging taught by Orsega-Smith
 Made HLPR 823, Human Response to Stress taught by Peterson, as an optional required course with HLPR 815, Health Psychology and Behavioral Medicine taught by Orsega-Smith.

New course schedule and degree requirements meets current workload and faculty resources efficiently and effectively, and allows the Social Marketing course to be offered within the regular academic year.

Dr. Nancy Cotugna will continue to teach the required course HLPR 809, Health Behavior every other fall semester.

Dr. Peterson will teach 3 required courses, of which students take 2.

Dr. Orsega Smith will teach 3 required courses, of which students take 2.

Statistics course will be taught by a non-MSHP faculty member

We the faculty have strongly recommended to the Chair, Susan Hall, and Dean, Betty Paulanka that Dr. Waterfield's line be filled with a person who can teach at least one required course in the Health Promotion program, and 3 courses in the undergraduate Health Behavior Sciences program (which has recently lost Drs. Waterfield due to retirement, Dr.

11/30/2006

Abraham to the Provost's Office, and a reduced workload for Professor Jack O'Neill due to a medical condition). Dr. Hall stated to Dr. Peterson that she requested 2 lines from the Dean to meet faculty changes.

HLPR graduate courses have been utilized by other programs within the University. For example:

HLPR 803, Advanced Health Promotion Programming, enrolls about 3-4 students from UAPP each year.

HLPR 610, Health and the Media, has about 1 out of 3 students from other disciplines

Historically, HLPR 807, Topics and Issues in Health Promotion, enrolled about 2-4 students from UAPP.

Concern: Communication non-existent between faculty and administration: Dr. Peterson has met with Dean Paulanka on two separate one-hour meetings to discuss the program, and two separate one-hour meetings with Dr. Susan Hall. In addition, Dr. Cotugna attended one of the meetings with Dean Paulanka, and Drs. Orsega-Smith and Abraham met with Dr. Hall to discuss issues related to faculty workload and resources among both the undergraduate Health Behavior Sciences program and Health Promotion graduate program.

Funding

Drs. Peterson (PI), Abraham, Goodwin, and Orsega-Smith received a \$400K grant from the State of Delaware

Drs. Cotugna and Peterson are working with Dr. Sue Snyder (PI) on another internal grant through the College of Agricultural Sciences (\$10K)

Dr. Peterson secured a \$13.7K GA grant from the Pennsylvania Leadership Charter School

If you have any further questions please don't hesitate to contact me.

Sincerely

Dr. Michael Peterson

Professor

Director, Graduate Health Promotion Program

11/30/2006

Charles Mason

From: "Michael Peterson" <mpeter@UDel.Edu>
To: "Charles Mason" <mason@UDel.Edu>
Sent: Wednesday, November 01, 2006 1:32 PM
Subject: Re: MS in Health Promotion

Dear Dr. Mason,

One additional point to make to the recent email is the following:

HLPR 809, Health Behavior taught by Dr. Nancy Cotugna does include students from the graduate Nutrition degree. According to Dr. Cotugna, this is about 3-4 students per semester the course is offered.

Dr. Peterson.

11/30/2006



MEMORANDUM

DATE: October 25, 2006

TO: ✓ Charles E. Mason
Chair, Faculty Senate Graduate Studies Committee

Dallas G. Hoover
Chair, Faculty Senate Executive Committee

Alan David Fox
Chair, Faculty Senate Coordinating Committee on Education

FROM: Betty J. Paulanka *BJP*
Dean, College of Health Sciences

RE: Plan to Support the Master of Science Program in Health Promotion

I am writing in response to the October 2, 2006, memo requesting a Department/College plan by October 25th "as to how the M.S. in Health Promotion will be supported in order to enhance its chances of success." And, I hope this memo with enclosures will be shared with the members of the Faculty Senate Graduate Studies Committee.

I would first like to say I appreciate all the time and analysis the Faculty Senate Graduate Studies Committee has put into this review. The issues are complex and the Department and College leadership have put equal efforts into this review process. Secondly, I would like to thank all the Faculty Senate Graduate Studies Committee members who supported the position that this program was not ready for permanent status by voting either against or abstaining from the vote for permanent status. This vote provides further assurance that the committee was objective in looking at the facts and attempting to understand some of the complexities of the College's decision not to support the program in my March 20, 2006, memo to the committee. However, from this point on, the process of deliberations is somewhat unclear to me. Thus, I think it may be helpful to describe the Committee's deliberations, as I understand them.

I believe the Faculty Senate Graduate Studies Committee made a difficult decision in the committee's memo dated March 27, 2006, not to grant permanent status by a majority vote (0 yes, 8 no, 4 abstain). This sends a significant message that there are some programmatic flaws. Then, the committee decided by a majority vote (7 yes, 4 no, 1 abstain)

to grant the program an additional year of provisional status in order for the committee to obtain more extensive qualitative data through an external review by professional peers to enhance the objectivity of their decision. It would appear to be the case that if additional data was needed, the original vote should have been withheld until all of the data was available and comprehensively reviewed.

The March 27, 2006, memo from the Faculty Senate Graduate Studies Committee also states that the program review should determine whether the Health Promotion program "should remain interdisciplinary as originally proposed." Yet, in the March 7, 2006, memo to me from the Faculty Senate Graduate Studies Committee, the committee requests a revised program plan that does not require interdisciplinary support but includes a requirement for the plan to provide signature approval of College administrators and the first-line administrative supervisor of the program. Based on the fact that the Chair of the Department was excluded from the program planning process and that the College/Department leadership were not included in the signature approval of the plan, after much deliberation, in my March 20, 2006, memo to the Faculty Senate Graduate Studies Committee, the College/Department leadership rejected the plan and recommended disestablishment of the program.

Then, the May 11, 2006, Faculty Senate Executive Committee memo requested the Department/College leadership to provide the resources and a plan to enhance the program's success before the Department/College leadership have had the opportunity to review the data requested in the same memo from the Graduate Studies Committee, i.e., student testimonials, employer comments, outside agencies and their perception of the program and its relevance, comparisons to programs at peer institutions, overall demand for the M.S. in Health Promotion. Without providing the Department/College leadership with the additional evaluative data on which to base these important decisions, it is difficult for the Department/College leadership to make an informed decision regarding its future plans and support for the program. While the Faculty Senate Graduate Studies Committee granted themselves more time to collect data to make an informed decision, it seems that the Department/College leadership should also be given the benefit of this important data before making any commitments.

Additionally, I find the perceived negativism in the March 27, 2006, Faculty Senate Graduate Studies Committee memo to the Faculty Senate Coordinating Committee on Education implying that an "unhealthy administrative structure" limits the ability of the program to attain excellence as regrettable. This negativism is again perpetuated in the May 11, 2006, Faculty Senate Executive Committee memo that implies if the College/Department administration do not adequately support the program, the faculty "should be consulted as to whether there are other academic units willing to support the program." In my March meeting with the Faculty Senate Graduate Studies Committee, it was clear to me that the four major issues jeopardizing the success of this program were a breakdown in communication between the program and administration, the "independent or exclusive" behavior of the program's leadership, concerns regarding the majority of the

teaching being done by one faculty member, and lack of interdisciplinary support. These specific problems need to be faced first before seeking another academic unit to support the program or granting the program permanent status.

In response to the decision to provide provisional status and the implication that problems were due to an "unhealthy administrative structure," I contacted the Program Director in June 2006 to open communication and offer my assistance with the planning process. He responded that he was leaving for vacation and would get back with me when he returned. In September, I contacted the Program Director again to see why he had not called after his vacation and he said in his September 28, 2006, email that it was his understanding from his conversations with the Faculty Senate Curriculum Chair and Executive Committee that he is to work through the Senate committee (via Dr. Mason et al) and "Dr. Mason would be coordinating recommendations, etc. independently with the Health Promotion faculty and with the administration." Since I have had no verbal communication with any of these entities, I believe that this approach supports the perception of an administrative conspiracy and creates even more communication barriers. In effect, this prevents the administration from working optimally with the Health Promotion faculty to gain the confidence and interdisciplinary support needed to address the original objectives of the program and provide the leadership and support needed by the program. Encouraging the Program Director not to work with its own administration to resolve these internal and external problems is equal to saying that it is entirely an administrative problem. I do not believe that conclusion is true. In fact, in support of the program, in May 2006, I authorized the Graduate Studies program to continue accepting applications to the Health Promotion program.

Private communication with members of the current and past Faculty Senate Graduate Studies Committee and with John Cavanaugh, the Vice Provost for Academic Affairs during the time that this program was originally approved, reinforce my beliefs regarding the value of a Health Promotion program to the College and the University. These discussions also strengthen many of the original concerns about the program's leadership and the need to pursue interdisciplinary support for the program. I am concerned that the program has been unable to find strong curricular support both within and outside its own College/Department. I continue to believe it would be inappropriate at this time to approve the Health Promotion program without a comprehensive review and concrete suggestions to assist the faculty to meet their original objectives.

Thus, the College/Department leadership has decided to wait until all the evaluation data has been shared and analyzed before completing its plan. Additionally, I have hosted several meetings with the Program Director and the College leadership. The Program Director has been strongly encouraged to meet with other programs, especially within the College, to seek curricular and faculty support while the College leadership explores their options. I am also initiating discussions with chairs outside the College to determine if an interdisciplinary approach is realistic at this time. I would welcome the

Charles E. Mason, Dallas G. Hoover,
and Alan David Fox
Page 4 of 4
October 25, 2006

opportunity to continue this discussion with the members of the Faculty Senate Graduate Studies Committee. Thank you again for the time and energy put into this review.

BJP:jrb

cc: Daniel Rich
Havidan Rodriquez
Mary J. Martin
James G. Richards
Susan J. Hall
P. Michael Peterson
Karren Ann Helsel - Faculty Senate Office file

Enclosures: * 10/02/2006 memo To: Dean Betty Paulanka, From: Charles Mason, Faculty Senate Graduate Studies Committee
* 09/28/2006 email To: Dean B. Paulanka, From: Michael Peterson
* 05/11/2006 memo To: C. Mason, Faculty Senate Graduate Studies Committee, From: Avron Abraham, Faculty Senate Executive Committee
* 03/27/2006 memo To: Dallas Hoover, Faculty Senate Coordinating Committee on Education, From: C. Mason, Faculty Senate Graduate Studies Committee
* 03/20/2006 memo To: C. Mason, Faculty Senate Graduate Studies Committee, From: Dean B. Paulanka
* 03/07/2006 memo To: Dean B. Paulanka, From: C. Mason, Faculty Senate Graduate Studies Committee



UNIVERSITY FACULTY SENATE

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To: Charles Mason
Chair: Graduate Studies Committee
From: Avron Abraham: *AG*
Chair: Senate Executive Committee
Re: M.S. Health Promotion
Date: May 11, 2006

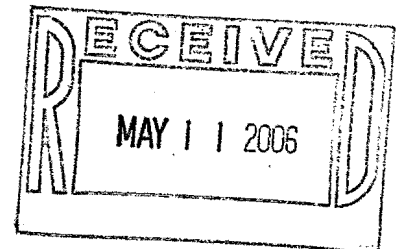
As you are aware the Faculty Senate recently voted to grant the M.S. in Health Promotion a one year extension to their provisional status. The Senate Executive Committee requests that the review for permanent status of the Health Promotion Program be coordinated by the Graduate Studies Committee. In accordance with the memorandum written March 27, 2006 by the Graduate Studies Committee to the Senate Coordinating Committee we believe the following issues should be addressed in your review:

1. The Graduate Studies Committee should request from the department/college a plan as to how the M.S. in Health Promotion will be supported in order to enhance its chances of success. If there are no plans to support the program a justification should be requested. Assuming there is student demand and justification for continuing the program the faculty should be consulted as to whether there are other academic units willing to support the program.
2. The Graduate Studies Committee should gather, from the program, department and other sources additional information, including but not limited to: student testimonials, employer comments, outside agencies and their perception of the program and its relevance.
3. The Graduate Studies Committee should gather, from the program, department and other sources additional documentation as to how this program compares to other programs at peer institutions and the overall demand for the M.S. in Health Promotion.

In order to allow enough time to complete this process we would like your review to be completed by December 15, 2006. At which time, as part of the PSPR process, the Faculty Senate, in cooperation with the Provost Office, will solicit input from two external reviewers. Their evaluation will be based on the material collected and the self-study report.

Once again thank you for your time and effort.

cc: D. Rich
B. Paulanka ✓
S. Hall
M. Peterson
K. Helsel-Spry



AN EQUAL OPPORTUNITY UNIVERSITY FILE COPY

Subject: [Fwd: Re: Health Promotion]

From: "Betty J. Paulanka" <paulanka@UDel.Edu>

Date: Thu, 05 Oct 2006 15:15:33 -0400

To: J Robin Buccos <rbuccos@UDel.Edu> ⁹
→ on 10/2/06 @ 9:00

Print for meeting with Mike...thanks

----- Original Message -----

Subject: Re: Health Promotion

Date: Thu, 28 Sep 2006 17:13:32 -0400

From: Univ of DE <pmpeter@UDel.Edu>

To: Betty J. Paulanka <paulanka@UDel.Edu>, mason@UDel.Edu

References: <451C3535.3010201@udel.edu>

Hi Betty,

I wanted to wait until I could get the program faculty together to meet, which we did last week, to formulate an agreed upon direction. Since your first email, I also talked with the faculty senate curriculum chair and executive committee to determine how they wanted us to proceed. It was their recommendation that we work through the Senate committee, (via Chuck Mason et al). It is my understanding from my conversations with them that Dr. Mason would be coordinating recommendations, etc independently with the HP faculty and with the administration. So, my apologies for not getting back sooner, but understand I am trying to follow their directives. If they advise differently, I will follow that directive. I am unclear as to whether your office along with the department chair are to come up with your independent plan and we ours, and then it is worked out through the committee, or whether we do it in another manner. I've cc'd Chuck Mason so that he is aware of our need for further clarification on process. In the interim I believe you have our proposal from last year that was presented to you in our last face-to-face meeting.

--Mike

Betty J. Paulanka wrote:

Just checking in to see how you are progressing. You never got back with me after your vacation. Still offering my help as you move forward with meeting the requirements of the original proposal. Please advise.

 **FILE COPY**

10/5/2006 3:24 PM



DEPARTMENT OF ENTOMOLOGY
AND WILDLIFE ECOLOGY

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MEMORANDUM

October 2, 2006

TO: Dean Betty Paulanka
College of Health Sciences

FROM: Charles E. Mason *Charles E. Mason*
Faculty Senate Graduate Studies Committee

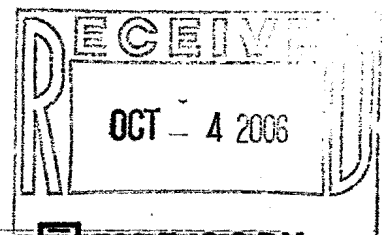
SUBJECT: Plan for Supporting the Master of Science Program in Health Promotion

This is in reference to a memorandum, in which it is indicated that you received a copy, pertaining to the M.S. program in Health Promotion dated May 11, 2006, from the Faculty Senate Executive Committee addressed to the Faculty Senate Graduate Studies Committee for which I serve as chair. For your convenience, I have enclosed a copy of the memorandum for your reference. In this memorandum, the Graduate Studies Committee has been charged with coordinating the further review for permanent status of the M.S. Program in Health Promotion. As you are aware, this program was granted a one-year extension to its provisional status this past spring by the Senate.

The Graduate Studies Committee has begun the process of gathering additional information about this specific program and various aspects regarding this field of study, which will be reported back to the Senate Executive Committee at the appropriate time. One charge directed to the Graduate Studies Committee is to "request from the department/college a plan as to how the M.S. in Health Promotion will be supported in order to enhance its chances of success." I am sending this memorandum to indicate that we would like to receive a response from you regarding this plan by October 25, 2006, if possible, so we can include the plan with the materials in our report. The plan should be based on the assumption that the Senate recommends that this program will be approved for permanent status. If there is no plan within your college to support the M.S. program in Health Promotion, it is requested that you provide justification.

Thank you in advance.

cc: Havidan Rodriguez
Mary Martin
Susan Hall
Michael Peterson
Dallas Hoover
Karren Helsel-Spry



AN EQUAL OPPORTUNITY FILE COPY

MEMORANDUM

March 27, 2006

To: Faculty Senate Coordinating Committee on Education, Dallas Hoover, Chair

From: Faculty Senate Graduate Studies Committee, Charles Mason, Chair

Subject: Recommendation on the Request for Permanent Status of the MS in Health Promotion

The Faculty Senate Graduate Studies Committee met and discussed the request for Permanent Status of the MS in Health Promotion at four of its meetings. The committee reviewed the various documents contained in the materials sent to the Faculty Senate from the College of Health Sciences. These documents included the self-study prepared by the faculty director of the program, the report of the internal review team, and the various responses and recommendations from the department chair, college curriculum committee, and college dean. The Graduate Studies Committee met with and received comments from the faculty program director together with one other faculty member associated with the program, the department chair together with the associate dean of research, and the dean independently.

After due consideration of the information at hand, the Graduate Studies Committee by majority vote (0 yes, 8 no, 4 abstain) did not recommend that permanent status be granted to the Master of Science program in Health Promotion. By majority vote (7 yes, 4 no, 1 abstain), the Graduate Studies Committee did recommend that the program be continued for one year in provisional status. The purpose of the continuation is to allow for an additional review by external professional peers and to provide the program director and the administration the opportunity to acquire additional material to document the quality of the program. The program review needs to address whether the program should remain interdisciplinary as originally proposed.

The Committee's recommendation is justified within its charge. A portion of the charge states "[This Committee] shall make recommendation to the Faculty Senate on courses of study leading to graduate degrees and on matters of policy concerning graduate study, and may employ outside consultants to this end."

Quantitative information presented in the material submitted to this committee and through testimonials indicates that the MS in Health Promotion has been successful. A listing of some of these factors noted by the committee is presented at the end of this document. However, members of the committee generally felt that information on the quality of the program was lacking, particularly on input from students in the program, from those who have graduated from the program, from employers who have hired graduates from the program, and from individuals from the health profession in the region regarding their perception of the program at U of D. There needs to be assurance that the evaluative documentation sought is objectively obtained and quantitative, and that statements about the program are well documented (such as grant monies, testimonials from state officials, agreement and support of faculty members and administrators from other units, and etc.) The committee members feel that this information is needed in order to make an appropriately informed recommendation about this program. Also, we felt it is unfair to fault the program for not providing qualitative information because the Permanent Status Program Review procedure newly released this year did not explicitly request this as part of the self-study, and the short time interval available for this material to be requested by and provided to our committee for review this spring is not realistic.

1
 **FILE COPY**

The Committee learned of conflicts within the unit related to the administrative structure of the program, especially with regard to its original implementation as an interdisciplinary program. It is the Committee's opinion that the academic strength of the program is at risk due to the unhealthy administrative structure and this will weaken its ability to attain excellence. Everyone who has commented on or reviewed this program, without exception, agrees that a Master's program in the health promotion field is needed and the University of Delaware should have such a program. Our committee believes that this program has a future if it has an academic departmental home in which its home department and home college have sufficient resources and an administrative commitment to support the program, and in which communication in both directions from administrator to teaching faculty and from teaching faculty to administrator occurs regularly in a collegial fashion. Most importantly, there needs to be recognition on the part of the leadership of the program that such a program is not an independent or exclusive endeavor. The greater interest of current and future students in the program, University of Delaware, and health profession can best be served by a positive relationship involving a cohesive faculty and administrative team, in the department where core faculty reside.

Points noted by the Senate Graduate Studies Committee for the MS in Health Promotion

The provisional program was started fall 1998.

It is a 33-credit non-thesis MS program.

The program has 28 students that have completed with 100% employed.

There are currently 17 students enrolled in the program.

It has received a consistent number of applicants at around 50% or above the number of students offered admission.

There have been 11 applicants indicated or received for fall 2006.

One student was accepted for spring and one for fall 2006 so far.

Three graduates from the MS in Health Promotion were accepted into outside doctoral programs.

There has been moderate student support on assistantships through RAs, GAs, and TAs.

A portion of the RA support has come from approximately \$3 million in grant support to four faculty members involved in the Health Promotion program.

The program has had an active internship program.

Based on statements from faculty at our meeting, two students have served as senior author on refereed publications resulting from their MS even though the program is non-thesis.

There are seven faculty members who have been identified as core faculty in their plan.

Up to this point, one faculty member has taught 50% or more of the regularly scheduled courses, supervised most of the independent studies/research offerings and advised most of the students.

One faculty member from Urban Affairs and Public Policy has a significant association with the program.

Testimonials indicate that the program has a high level of interest and respect from members of the state government and the regional health profession.

Evidence indicates that the field of Health Studies in general and Health Promotion in particular is growing and will continue to expand for the next several decades.

Through several levels of review and up to Mar 20, no one mentioned disestablishment of the program, although concern had been expressed about the lack of the program being interdisciplinary.

The dean has recommended disestablishment after reviewing the faculty's plan, discussing it with the department chair, and citing primary dependence on one faculty member, lack of faculty resources, inadequate planning, not being interdisciplinary as originally proposed, and lack of appropriate communication as the main reasons. In addition, the planning committee recommended that the program be housed in the department without consultation with the chair of the department or the dean.

Number of registered students in graduate programs in Health Sciences is as follows:

MS in Health Promotion—16
MS in Human Nutrition—19
Certificate program in Dietetics—18 (non-degree)
MS in Health Services Administration—5
MSN in Nursing—81
MS in Exercise Sciences—16
Total Registered Graduate Students in the College—162

Student records in Health Promotion:

1998—4 students admitted and 3 graduated; 1 student withdrew
1999—6 students admitted and 3 graduated; 3 withdrew
2000—6 students admitted and 5 students graduated; 1 withdrew
2001—6 students admitted and 5 students graduated; 1 withdrew
2002—10 students admitted; 8 students graduated; 1 student withdrew; 1 student still not completed
2003—7 students admitted; 2 have graduated; 5 still not completed
2004—9 students admitted; 1 student graduated; 1 student withdrew; 7 still not completed
2005—7 students admitted and not yet time to graduate



DEPARTMENT OF ENTOMOLOGY
AND WILDLIFE ECOLOGY

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MEMORANDUM

DATE: March 7, 2006

TO: Dean Betty Paulanka, College of Health Sciences

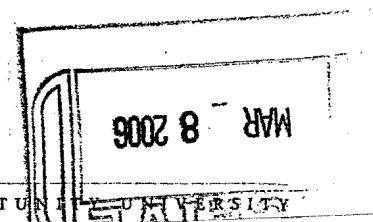
FROM: Charles Mason, Chair, Faculty Senate Graduate Studies Committee

SUBJECT: MS in Health Promotion Proposal for Permanent Status

Contained in this memorandum, the Graduate Studies Committee is requesting that a set of conditions be satisfied in order to move ahead with a recommendation on the proposal to grant permanent status to the MS in Health Promotion. Without these conditions being addressed in a satisfactory manner, it is unlikely we will recommend approval, although we have not come to a final decision.

Conditions for the Health Promotion Program in Order to Receive Further Consideration from the Graduate Studies Committee

1. Provide a plan for the future academic and administrative execution of the MS in Health Promotion, which demonstrates a strong commitment to academic rigor, an academically healthy cross-section of faculty involvement, a clear delineation of faculty and administrative responsibilities, and adequate resources to support the program. In addition, graduate student educational objectives and expected outcomes as well as the means of assessing program success must be included in the plan. It is not required that the new program plan be interdisciplinary. The recommendations of the Graduate Studies Committee will be based on the academic strengths of the plan and on what the committee views is in the best interest of the University of Delaware.
2. All faculty members and administrators associated with the MS in Health Promotion program as well as the first-line administrative supervisor of all faculty members with teaching and advising responsibilities identified in the plan must sign an agreement signifying that they approve the program plan.
3. Items 1 and 2 above must be completed and presented to the Faculty Senate Graduate Studies Committee no later than March 27, 2006.



MEMORANDUM

DATE: March 7, 2006

Basis for these conditions

Since it began in the fall of 1998, 28 students have completed the program as of spring 2005 and all previous reviewers and endorsements by faculty and administrators have indicated that the program should continue. There appears to be a demand for Master's students in this field of study based on interest from prospective applicants, students participating in the major, very successful placement of graduates from the program, and testimony by visitors at the Graduate Studies Committee meetings. Even with many positive aspects, the committee members are concerned that the best interests of the MS students are not being served in the most effective manner possible by the present departmental arrangements.

There is concern from several reviewers and members of the Graduate Studies Committee that so much of the program is centered around one faculty member, Professor Michael Peterson, in directing, teaching, and advising. There should be broader faculty involvement in deciding academic aspects of the program and a wider set of core courses in health promotion and related health sciences to ensure that this program has a healthy academic base. Professor Peterson has taught 3 of the 4 HLPR required courses and has taught 4 out of 5 of the regularly scheduled courses with the HLPR rubric. One course listed in the catalog (HLPR 819) has not been offered for the past 7 years through the regular university schedule. There are courses in several related departments that would broaden this program's core requirements, even if students were given a choice of 2 or 3 key courses to meet some of the core requirements.

There is a clear problem with where the graduate major fits in the administrative structure of the college. It was mentioned in some of the documents we reviewed and by representatives of the program who spoke at our meetings that the program is interdisciplinary under the Dean of Health Sciences. The Graduate Catalog makes no mention of this program in the narrative under the college. On the other hand, the MS in Health Promotion is described and listed as one of the three MS programs under the Department of Health, Nutrition, and Exercise Sciences. We note that the faculty director of the program, Professor Peterson, who signed documents submitted to the faculty senate as the department chair, and several of the faculty teaching in this program are administratively assigned under the chair of the Department of Health, Nutrition, and Exercise Sciences. This leads to the conclusion that this program cannot continue in its present state. Consequently, this has led to the three conditions put forth by the Graduate Studies Committee to be fulfilled by those involved with the Health Promotion Program in order to receive further consideration. Otherwise, we feel there is no other alternative except to recommend disestablishment of the program.

CC: Bobby Gempesaw
James Richards
Susan Hall
Michael Peterson
Dallas Hoover
Avron Abraham
Members of the Faculty Senate Graduate Studies Committee



COLLEGE OF HEALTH SCIENCES

OFFICE OF THE DEAN

bcc: Conrado M. Gempe
James G. Richards
Susan J. Hall
P. Michael Peterson

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MEMORANDUM

DATE: March 20, 2006

TO: Charles Mason
Chair, Faculty Senate Graduate Studies Committee

FROM: Betty J. Paulanka *BJP*
Dean, College of Health Sciences

RE: MS in Health Promotion Proposal for Permanent Status

After careful consideration and deliberation with the individuals involved, I have come to the regretful conclusion that the M.S. in Health Promotion should be disestablished. This degree was originally proposed and approved as an interdisciplinary program that would be resource neutral. In reality, however, the program has not involved an interdisciplinary mix of academic units in a substantive way. Professor Richards, Professor Hall and I met with Professors Peterson and Waterfield (a former program director) on Thursday March 16th to discuss the Senate Committee's memo and both have acknowledged this is true. However, they did propose the enclosed plan to have the program administratively housed within the Department of Health, Nutrition, and Exercise Sciences.

Unfortunately, there are several problems with the plan. First and foremost, the Department does not have the resources, in terms of faculty teaching workload, to adequately support the program. Professors Abraham, Cotugna, Orsega-Smith, and Waterfield have full teaching workloads in the absence of any Health Promotion courses. This is part of the reason that the program was originally proposed as being interdisciplinary. Moreover, the issue of the program being primarily dependent on courses that only Professor Peterson teaches remains a serious concern. Although the plan suggests that Professor Peterson will teach only two courses, in reality he teaches five courses for the program. He has listed only the two required courses in the program that he teaches.

Another major concern with the plan is that Dr. Peterson met with his colleagues and proposed the plan without inviting the Chair, who is identified as an ad hoc member of his advisory committee, to participate in the development of a viable plan. Although he was well aware of the issues in the Senate and our concerns regarding the program and his refusal to communicate through the chain of command since early this year, he never once contacted Professor Hall, Professor Richards, or myself to discuss these concerns. This behavior pattern reinforces my belief that the communication problems that exist with this program under Dr. Peterson's leadership will continue. After a long discussion with Dr. Hall regarding the leadership of the program, she confirmed that there is no one in the Department in a position to lead the program. For these reasons, continuation of the program in its current configuration is simply not a viable option.

BJP:jrb
Enclosure
cc: Faculty Senate Office

AN EQUAL OPPORTUNITY ENVIRONMENT

FILE COPY

DRAFT

**MS IN HEALTH PROMOTION PROPOSAL
FACULTY COMMITTEE RECOMMENDATIONS
MARCH 14, 2006**

Conditions for permanent status of the MS in Health Promotion program require that the following elements be addressed: strong commitment to academic rigor, an academically healthy cross-section of faculty involvement, a clear delineation of faculty and administrative responsibilities, and adequate resources to support the program. In addition, graduate student educational objectives and expected outcomes as well as a means of assessing program success must be included in the plan. Following is the committee's consensus on each of these issues:

1. Committee recommends the MS in Health Promotion program become solely housed and administrated in the Department of Health, Nutrition, and Exercise Sciences. Given that the majority of faculty who teach required courses and HLPR courses are in this department, this move is seen as appropriate.
 - a. The committee recommends the following administrative structure as part of the Department of HNES.
 - i. The program have faculty representation on the Department Graduate Committee
 - ii. The program follow the NTDT graduate program model which maintains a Graduate Program Faculty Committee that is responsible for the day-to-day operations and curriculum of the program
2. Committee approves the following be part of the MS in Health Promotion program faculty and their corresponding responsibilities:
 - a. Dr. Avron Abraham: Advising, Research Projects, HLPR 803
 - b. Dr. Nancy Cotugna: Advising, Research Projects, HLPR 809, and NTDT electives
 - c. Prof. Eric Jacobson (UUAP): Advising, Research Projects, and Health Policy Course
 - d. Dr. Marie Kuzmarski: Advising, Research Projects, and NTDT electives
 - e. Dr. Elizabeth Orsega-Smith: Advising, Research Projects, HLPR 813, HLPR 815, and HESC 609
 - f. Dr. Michael Peterson: Advising, Research Projects, HLPR 819, HLPR 823, Internships, and Program Director
 - g. Dr. Allan Waterfield: Advising, Research Projects, HLPR 807
3. Faculty and Administrative Responsibilities:
 - a. HNES Department Chair
 - i. Ex-officio on MS in Health Promotion Faculty Committee
 - ii. Sign-off on programs of study
 - iii. Student grievances
 - iv. Same as current NTDT non-thesis graduate program model
 - b. Faculty
 - i. Direct program
 - ii. Admission decisions

- iii. Qualifying exams
- iv. Internship approval and monitoring
- v. Program of Study approval
- vi. Advisement
- vii. Curriculum
- viii. Advise, Approve, and Supervise Research Projects

4. Resources

- a. Committee would expect continuation of existing resources allocated to the program (e.g. GA lines assigned to program), as well as any other resources that are generally provided and available to existing departmental graduate programs
- b. Sufficient faculty workload allocation to insure full-time students can meet all program requirements within two (2) years.
- c. Secretarial assistance
- d. Web-page support and presence
- e. Adequate space allocation for Health Promotion program GA's

5. Educational Objectives and Expected Outcomes

- a. Assess individual and community needs for health promotion
- b. Plan health promotion strategies, interventions, and programs
- c. Implement and manage health promotion strategies, interventions, and programs
- d. Conduct evaluation and research related to health promotion
- e. Understand and apply health behavior theories to behavior change
- f. Communicate and advocate for health and health promotion
- g. Serve as a resource for health and behavior change

6. MS in Health Promotion program assessment

- a. Institute a formal review process that is linked to graduation. Specifically, require students to complete a formal written and confidential survey that addresses program objectives and issues. Survey would be required to graduate.
- b. Conduct a Program Self-study in accordance with program review guidelines as provided by the Provost's Office (below). The self-study would be conducted every FIVE (5) years and would seek to answer the following:
 - How effective is the program in performing its graduate teaching responsibilities?
 - Is there evidence that the unit has clear goals on graduate student learning outcomes, assessment process(es) are in place and that the results are being utilized?
 - Is the research and scholarly productivity of the unit's faculty appropriate to its graduate responsibilities?
 - Are the graduate program's admissions criteria appropriate?
 - Do graduate students receive appropriate mentoring and advisement?
 - How successful are the unit's graduate programs nationally and regionally in attracting qualified graduate students and placing graduate degree holders in professional employment?
 - How competitive are the unit's graduate programs nationally and regionally in attracting qualified graduate students and placing graduate degree holders in professional employment?
 - Is the curriculum sound?

- Are students receiving faculty mentoring and assistance in finding professional employment?

Faculty Research and Scholarship

- Are the research, creative activity, and scholarship of the faculty appropriate to the program's mission and overall responsibilities with regard to quality and quantity?
- Are research facilities and library resources appropriate to support faculty research?
- Are faculty generating external funding to the degree that they might?
- What role are faculty playing in the University's research centers and interdisciplinary research groups?
- Are the faculty engaged in regional and national professional organizations?

Public Service

- Is the unit meeting its public service obligations?
- Is it performing a satisfactory amount of public service research and assistance?
- Is it, where appropriate, making the effort to introduce students to professional public service opportunities?

Diversity

- Is the unit taking appropriate steps to meet the University's goal to achieve a diverse faculty and student body, to offer multicultural courses, and to promote respect for all people?