

**Board of Governors Staff Analysis:
Ph.D. in Kinesiology
University of Central Florida
REVISED 9/28/2021**

Program	Ph.D. in Kinesiology
CIP Code	31.0505
Institution	University of Central Florida
Proposed Implementation Date	Fall 2022
Staff Reviewer	Jeremy M. Hudak
Initial Review Date	5/11/2021

Projected FTE and Headcount

	Student Headcount	Student FTE
Year 1	16	14.88
Year 2	16	13.38
Year 3	17	14.76
Year 4	18	16.88
Year 5	20	17

Projected Program Costs

Total		Percentage & Dollar Amount					Auxiliary Funds	Cost per FTE	SUS 19-20 Average Cost per FTE
		Current Reallocated	New Recurring	New Non-Recurring	Contracts & Grants	Philanthropy & Endowment			
Year 1	\$449,845	100% \$449,845	0% \$0	0% \$0	0% \$0	0% \$0	\$0	\$30,242	\$21,014 31 CIP
Year 5	\$565,298	77% \$433,208	0% \$0	0% \$0	23% \$132,090	0% \$0	\$0	\$25,483	

Proposal Page Numbers

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	BOG Goals	Overall	Budget	Mission & Strength	Program Quality	Curriculum	Faculty	Resources
2-7	7-8	8-15	15-18	18-23	23-24	24-30	30-33	33-46

A. Program Description:

The University of Central Florida (UCF) is proposing a new Ph.D. in Kinesiology under CIP 31.0505. Currently, the program is a track within the Ph.D. in Exercise Physiology, and UCF proposes making this track a stand-alone degree program. The proposed program will be housed in the new School of Kinesiology and Physical Therapy, under the College of Health Professions and Sciences. The program will prepare students to conduct scientific research in academic and professional settings and deliver STEM and health-related education. UCF will charge the standard graduate tuition rate of \$363.65 per credit hour for resident students and \$1,194.05 per credit hour for non-resident students.

Students admitted to the program will be required to earn a minimum of 63 credit hours beyond the completion of a master's degree and successfully defend a dissertation. The specific credit hour requirements include 24 credit hours of coursework, 24 credit hours of specialization coursework, and 15 dissertation credit hours. If approved by the Board of Governors, UCF will implement the proposed program in fall 2022.

B. Alignment with Institutional and System Strategic Priorities:

Strategic Plan Alignment:

The proposed Ph.D. in Kinesiology aligns with several of UCF's strategic plan goals. The proposed program will grow the research and graduate programs at UCF by supporting graduate student research, publication, and presentation opportunities. Investments in the program would also enhance laboratory infrastructure and create more hands-on experiences. The program will increase student access, success, and prominence through building relationships between students and key partners such as the Institute of Exercise Physiology and Rehabilitation Science. Finally, the program aligns with UCF's goal of creating community impacts. The program will prepare students for the workforce, and will equip them with the knowledge and skills necessary to educate communities of Central Florida and abroad.

The proposed program also aligns with several goals in the Board of Governors 2025 Strategic Plan, such as strengthening the quality and reputation of academic programs in the SUS. Currently, the existing track is ranked ninth by the National Academy of Kinesiology among programs of similar size. Converting the track to a stand-alone program has the potential to improve this ranking. The proposed program also aligns with the Board's goals of increasing research activity and attracting more external through collaborations with industry partners, and increasing the program's visibility. This program will also contribute to increases in the number of graduate degrees awarded in Programs of Strategic Emphasis, which is one of the Board's performance based funding metrics. Lastly, the program's work through the Institute of Exercise Physiology and Rehabilitation Science will support research and community outreach efforts.

Need for Graduates in the Labor Market:

To demonstrate the need for doctoral graduates in the field of kinesiology, UCF provided data from the U.S. Bureau of Labor Statistics (BLS), the Florida Department of Economic Opportunity (DEO), and several additional sources. In addition, they provided five letters of support for the program. Four of the letters were from external stakeholders, including the American College of Sports Medicine, the National Strength and Conditioning Association, the International Society of Sports Nutrition, and the Center for Applied Health Sciences. The fifth letter of support was from the Dean of the UCF College of Community Innovation and Education, expressing support to move the program to the College of Health Professions and Sciences at UCF. Each of the letters spoke to the program's strength and ability to prepare students for a variety of careers

after graduation, such as research scientists, program directors, analysts, and biomechanics analysts.

Board staff independently verified national and state workforce demand for kinesiology doctorates. Table 1 provides an overview of national and state job growth for occupations in kinesiology (CIP 31.0505). At the national level, the BLS projects that the demand for exercise physiologists will increase by 11.3% over the next ten years. In Florida, the growth rate is higher; DEO projects that the demand for exercise physiologists will increase by 22.2% over the next eight years. Although BLS *Occupational Outlook Handbook*¹ indicates the minimum educational qualifications for exercise physiologists is a bachelor's, BLS notes additional occupations, such as Kinesiotherapist, nurses, and recreational center employees are included in this category, lowering the minimum education requirement. Board staff also identified other possible occupations for program graduates by exploring occupations linked to similar CIP codes and included those in Table 1. Additional occupations identified include medical scientists and recreation and fitness studies postsecondary teachers, both of which require a doctoral degree and have high national and state job-growth rates.

To demonstrate that a doctoral degree is needed to meet workforce demand, UCF provided examples of job postings. These posts included career opportunities in applied research with Nike Sport Research Lab, the U.S. Army, or fitness programs, such as Orangetheory Fitness. Although two of the three jobs were located outside of Florida, each posting listed a Ph.D. as a preferred qualification.

Board staff also conducted an independent search for possible occupations and found that students would be qualified to work in positions such as biomechanics analyst with the Tampa Bay Rays² or as strength and conditioning professionals at a Florida educational institution³. Both postings required a master's degree or higher in kinesiology, exercise physiology, or a related field with experience in the data collection process and data analyses. The Indeed.com search yielded over 100 job results related to kinesiology in Florida.

After reviewing both the workforce narrative and supporting documents and conducting independent workforce analysis, Board staff have no additional concerns. There is sufficient evidence of a need for doctoral graduates of kinesiology.

¹ Bureau of Labor Statistics (2021). *Occupational Outlook Handbook: Exercise Physiologist*. Retrieved from: <https://www.bls.gov/ooh/healthcare/exercise-physiologists.htm#tab-1>

² Indeed.com. Performance Science, Biomechanics Analyst with the Tampa Bay Rays. Retrieved from <https://www.indeed.com/viewjob?jk=311cf57eff46e60f&tk=1fe3okg2it4nr800&from=serp&vjs=3>

³ Indeed.com. Head of Strength and Conditioning with IMG Academy. Retrieved from: <https://www.indeed.com/viewjob?jk=042781093cd21a19&tk=1fe3p2879t4fc800&from=serp&vjs=3>

Table 1: Labor Market Demand, CIP Code 31.0505

CIP2020 Code	Occupations	FL Change, 2020-28 Percent	National Change, 2019-29 Percent	FL Total Annual Average Job Openings	National Openings, 2019-29 Annual Average	FL Change, 2020-28 Number	National Change, 2019-29 Number	BLS Typical education needed for entry
31.0505	Exercise Physiologists	22.2	11.3	86	1,400	215	2,200	Bachelor's degree
26.0908	Medical Scientists, Except Epidemiologists	12.4	6.1	425	11,200	478	8,400	Doctoral or professional degree
31.0501	Recreation and Fitness Studies Teachers, Postsecondary	13.3	6.8	25	17,000	32	12,000	Doctoral or professional degree

Sources:

Date Retrieved: 8/25/2021

U.S. Bureau of Labor Statistics – <https://data.bls.gov/projections/occupationProj>

Florida Department of Economic Opportunity - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

Student Demand for the Program:

UCF also provided evidence showing students would be interested in enrolling in the proposed program if implemented. UCF used the existing track's applications and enrollment numbers to demonstrate the student demand for the program. The program has consistently enrolled about 11 students per year since 2017, and it has an enrollment of 12 students as of fall 2020.

In addition, the bachelor's program in Kinesiology has a current enrollment of about 1,400 students, and the master's program has a current enrollment of about 60 students. In October 2020, UCF surveyed current students in four different academic programs regarding their interest in pursuing a Ph.D. in Kinesiology. These programs were the B.S. in Kinesiology, M.S. in Kinesiology, Masters of Athletic Training, and the Doctor of Physical Therapy, regarding their interest in pursuing a Ph.D. in Kinesiology. Overall, 512 students responded to the survey, and 56% expressed interest in the proposed program. Currently, outside of the current UCF track, there are no other doctoral programs in the System. The proposed Ph.D. in Kinesiology would be the first doctoral-level program in the State University System (SUS) under CIP 31.0505.

Overall Summary and Board Staff Comments:

The proposed Ph.D. in Kinesiology will leverage UCF's existing strengths to train the next generation of scholars and professionals in exercise and movement sciences. The institution has provided sufficient evidence of national and state workforce needs and provided evidence of student interest in the program. Board staff have no additional concerns.

C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:

Prior to submitting a program proposal to the Board of Governors office, the institution and its Board of Trustees are required ensure that all programs meet the requirements of BOG Regulation 8.011. Section C is an assessment of the university's review process to ensure that all criteria have been considered.

ACCOUNTABILITY

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

1. **Overall** – *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

- The proposal has been approved by the university board of trustees and includes all required signatures.**

The program proposal was approved at the April 22, 2021, UCF Board of Trustees meeting.

- The university has provided a proposal written in the standard SUS format, which addresses new academic program approval criteria outlined in BOG Regulation 8.011.**

UCF submitted the proposed program in the standard SUS format.

- The pre-proposal was reviewed by the Council of Academic Vice Presidents**

(CAVP) workgroup and any concerns identified by the group have been listed and addressed in the proposal.

The pre-proposal was reviewed by the CAVP Academic Coordination Group (CAVP ACG) on November 11, 2019, and UCF provided sufficient responses to the two concerns raised by CAVP ACG.

- The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

This is not applicable because the proposed program would be the first doctoral-level program in CIP 31.0505.

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

UCF submitted all required tables in Appendix A and provided supplemental information.

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The Equal Opportunity Officer signed the proposal on November 12, 2020.

- The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

The proposed program does not duplicate an existing program at Florida Agricultural and Mechanical University nor Florida International University.

2. Budget – *The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.*

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**

The program budget was approved in conjunction with the full proposal by the UCF Board of Trustees on April 22, 2021.

- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

The cost per FTE for the proposed program closely aligns with the 2019-2020 SUS expenditure analysis for graduate programs in the CIP 31 family.

- The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

The proposed program will not operate using a cost-recovery or market-rate funding model. The program will be funded by a combination of E&G and Contracts and Grants funding.

- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.**

While the program and faculty will be relocated to a new college upon implementation, UCF anticipates that implementation of the program will yield no significant negative impacts on academic units or related programs.

READINESS

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient, and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.**

UCF provided a narrative and chronological table of events that occurred during the development of the proposal as well as a list of the campus constituents involved to demonstrate that the institution correctly followed the planning process required. Additionally, UCF provided a table of events necessary for the implementation of the proposed program.

- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Two external consultants reviewed the proposed program: Dr. Lori Ploutz-Snyder, Professor of Movement Science and Dean of the School of Kinesiology at the University of Michigan, and Dr. Melinda Solmon, Roy Paul Daniels Professor and Director of the School of Kinesiology at Louisiana State University. The reviewers noted several strengths of the program, including the student-led research, post-graduation job placement, and small, cohesive program faculty.

The reviewers also expressed concern regarding the fit and sustainability of the program within the College of Community Innovation and Education rather than the College of Health and Professional Sciences. UCF addressed this concern by moving the proposed program to the College of Health and Professional Studies. UCF addressed other concerns by decreasing the number of hours required to

complete the degree, modifying the candidacy process, and including kinesiology-specific research methods and statistics courses within the program's core coursework.

- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

UCF summarized recent program reviews for the academic departments associated with the proposed program and provided an overview of the progress each has made in implementing the recommendations from the reviews as required.

- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

The program will be offered through a traditional delivery format on the UCF main campus.

- If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

There is no applicable licensure or legislative approval required for the proposed program.

4. Curriculum - *The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study and that the university has evaluated the appropriateness of specialized accreditation for the program.*

YES NO

- The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry-driven competencies discussed in the proposal.**

UCF worked with industry partners to update the curriculum for the proposed program through industry interaction opportunities, faculty participation in professional organizations, and the completion of industry-funded projects with partners like 4D LLC, Advent Health, CureWave Lasers, Glucose Health Inc., and TSI Group Ltd. UCF also consulted with representatives from the American College of Sports Medicine, the National Strength and Conditioning Association, the International Society of Sports Nutrition, and the Center for Applied Health Sciences to provide input on the proposed program. Students will demonstrate these competencies through completing an acceptable professional certification at the time of entering candidacy.

- The university anticipates seeking accreditation for the proposed doctoral program or provides a reasonable explanation as to why accreditation is not being sought.**

UCF has no plans to seek specialized accreditation because there are currently no

specialized accrediting bodies available for doctoral programs in kinesiology.

5. Faculty – *The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.*

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

UCF Identified 10 existing faculty members that will participate in the program beginning in fall 2022. Additionally, UCF will hire one new faculty member for the program who will also begin supporting the program in fall 2022.

- The university has reviewed the evidence provided and found that the faculty, in aggregate, has the necessary experience and research activity to sustain the program.**

UCF reviewed the credentials of all faculty members participating in the program, and their curriculum vitae were included in Appendix F of the proposal.

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

UCF provided multiple examples showing that the academic units associated with the proposed degree program have been productive in teaching, research, and service.

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

UCF will hire one additional faculty member to participate in the program by year 5.

6. Resources – *The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program.*

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

The Library Director signed the proposal on November 16, 2020.

- The university has ensured that the physical space necessary for the**

proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.

UCF provided descriptions of the physical spaces available to the program and no additional space is required to implement or sustain the program through year 5.

- The university has ensured that necessary equipment is available to initiate the program.**

UCF has provided multiple examples of equipment and laboratory space available which is sufficient to support the instruction and research requirements of the proposed program.

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

UCF indicated that students would receive graduate assistantships totaling \$301,920 in year 1 to support 10-15 students. Additionally, UCF has plans to increase that amount to \$377,400 in order to support 20 students by year 5.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The program does not require an internship or clinical experience.