RECOMMENDATION OF THE DEPARTMENT OF KINESIOLOGY, COLLEGE OF HEALTH SCIENCES TO AUTHORIZE IMPLEMENTATION OF A PH.D. IN KINESIOLOGY

1. PROGRAM IDENTIFICATION

Title of Proposed Program: Ph.D. in Kinesiology

Department or Functional Equivalent: Department of Kinesiology

College, School, or Functional Equivalent: College of Health Sciences

Timetable for Initiation: It is anticipated that this Authorization to Implement a Ph.D. in Kinesiology will be reviewed by the Board of Regents in summer of 2013. It is expected that the first students will enroll fall 2014.

Delivery: Residential, on-campus program consisting of classroom-, technology-, and laboratory-based education.

2. CONTEXT

2.1 History of Program. The Authorization to Implement a Ph.D. in Kinesiology follows an Entitlement to Plan the Ph.D. Kinesiology degree approved by the UW System Board of Regents on Feb 2, 2012. The approval letter is included in Appendix A.

The UWM Department of Kinesiology (formerly Human Movement Sciences) has offered a M.S. Kinesiology degree since 1982. Since its inception, the M.S. Kinesiology has graduated students who have become highly sought after practitioners, researchers and educators. Over the past few years, the department has made strategic modifications to the MSK program which has resulted in a stronger program. Additionally, targeted recruitment efforts have resulted in 1) applicants with stronger academic preparation and 2) higher proportion of full-time students (as opposed to part-time students) who are fully focused on their education and eager to gain experience in research laboratories. These changes have been reflected in 25% of our graduates pursuing a terminal degree at some of the most highly respected institutions in the nation and the world.

UWM Kinesiology faculty are highly regarded in their area of expertise. Faculty are active scholars, presenting their findings at national and international conferences, publishing in some of the highest impact journals in their respective field, authoring book chapters, being awarded funding from agencies such as the National Institutes of Health and Robert Wood Johnson Foundation, being involved in a Clinical Scholars Research (K30) program through the Medical College of Wisconsin, actively participating in, and leading initiatives in the Clinical and Translational Science Institute, and successfully competing for the Research Growth Initiative internal grant program. The continued success of our faculty is reliant on student involvement in faculty research. However, given the limited tenure of a M.S. student in our research laboratories and program is a limitation for further research growth. This is a core reason that a Ph.D. program is a vital component of a well respected, research-oriented department. The extended time for interactions between faculty and Ph.D. students will enhance our...
capacity for the creation and dissemination of scholarly work and will assist in attracting faculty with successful research programs.

In addition to our M.S. Kinesiology program, our Department has been actively engaged in the College of Health Sciences multi-disciplinary Health Sciences Ph.D. through teaching courses and mentoring of students. We plan to continue our relationship with this program, however, the Department has recently developed a strategic plan which focuses on attaining national ranking and international recognition as a strong Kinesiology Department with high quality Kinesiology degrees at all levels (BS, MS, PhD). Having a Ph.D. in Kinesiology is required for ranking and vital for national and international recognition. The Ph.D. in Kinesiology will build upon the strong academic and scholarly foundation of the Department, College of Health Sciences and the University.

2.2 Instructional setting of program. The proposed Ph.D. in Kinesiology Program will be developed by the Department of Kinesiology within the College of Health Sciences, and will join the other two post-baccalaureate degrees in our Department: M.S. Kinesiology and Doctor of Physical Therapy (DPT). The Department of Kinesiology consists of faculty with expertise in Biomechanics, Exercise Physiology, Motor Behavior, Nutrition, Sport Psychology, and Health Behavior; facilitating a multi- and inter-disciplinary approach to topics critical to the study of Kinesiology. The Kinesiology Ph.D. Program will take full advantage of existing expertise of faculty and staff from within the Department, College, and University and engage community partners to maximize resource allocation and avoid duplication in course offerings and resources for research, and support the inherent interdisciplinary and collaborative nature of the degree. Other academic units including the College of Engineering and Applied Science, College of Letters and Science, Center for Urban Population Health, and Zilber School of Public Health, may also contribute faculty/staff expertise to the program’s instruction.

2.3 Relation to mission statement and strategic academic plan. As one of two comprehensive doctoral campuses in the University of Wisconsin System, UWM’s mission statement reflects the value of the doctoral cluster with language focusing on its unique contribution as an urban institution. The purpose statement of the University of Wisconsin-Milwaukee reads:

“To fulfill its mission as a major urban doctoral university and to meet the diverse needs of Wisconsin’s largest metropolitan area, the University of Wisconsin-Milwaukee must provide a wide array of degree programs, a balanced program of applied and basic research, and a faculty who are active in public service.”

The proposed Kinesiology Ph.D. Program will expand UWM’s commitment “...to continue development of a balanced array of high quality doctoral programs in basic disciplines and professional areas...” by providing doctoral-level research and educational opportunities to students with interests in Kinesiology. As the Department of Kinesiology already offers graduate programs in Kinesiology (M.S.) and Physical Therapy (DPT), the addition of a Ph.D. in Kinesiology will uniquely integrate basic and applied research as it relates to the study of human movement. The Ph.D. program will also advance UWM’s ability “to engage in a sustained research effort which will enhance and fulfill the University’s role as a doctoral institution of academic and professional excellence”. The specific vision of the Kinesiology Ph.D. program is:

“To foster the development of leading scholars who have the ability to create, evaluate, apply and advance knowledge at the intersection of the human movement and health sciences”.
This program aims to narrow the gap between the demand for advanced academic programming among future health professionals and the need for highly trained scholars in the field of Kinesiology.

3. DESCRIPTION

3.1 Program Description. With a focus on the interrelationships between movement and health, the foundation of the Ph.D. in Kinesiology curriculum will provide students with both the classroom and experiential training that is critical to becoming a successful scholar. The Kinesiology doctoral program will include balanced and comprehensive doctoral-level training in Kinesiology theory, research methodology, and statistics that will culminate in an innovative and publishable dissertation reflecting a true integration of scientific discovery and application. Students entering with a BS degree will be required to take 79 graduate credits beyond the bachelor’s degree. Those entering with a MS degree will be required to take 58 graduate credits beyond the master’s degree. In addition to formal coursework, other milestones a student will be required to successfully complete include a preliminary examination, a dissertation proposal, and a dissertation defense. It is expected that this degree will take an average of four to five years for a full time student to successfully complete. In accord with both the University’s and the department’s historical and current strengths and future growth agendas, the program will focus on developing scholars in areas of emphasis that align with faculty expertise.

By providing a curriculum grounded in these core focus areas, the Kinesiology Doctoral Program will provide students with excellent research training for entry into academic and professional careers that require theory-driven basic and/or applied research skills. Our program will facilitate a variety of career paths for our students, including: academic teaching, research, and/or administrative positions within colleges and universities; careers in nonprofit service and research organizations; policy-making positions in government agencies and institutions; careers in for-profit businesses using Kinesiology research knowledge and skills.
3.2 Objectives.

**Program Goal 1:** The UWM doctoral program in Kinesiology will provide students with advanced theoretical, methodological, and analytical abilities with which to create, interpret, evaluate, apply and disseminate Kinesiology knowledge in their area of specialization. More specifically, the Department has established the following student learning outcomes.

Students will:

- demonstrate a systematic acquisition and understanding of a substantial body of knowledge which is at the forefront of Kinesiology and Health Sciences
- make informed judgments on complex issues in Kinesiology and the related fields of Health Science, often in the absence of complete data, and be able to communicate their ideas and conclusions clearly and effectively to specialist and non-specialist audiences
- demonstrate the general ability to conceptualize, design and implement a project for the generation of new knowledge, applications or understanding at the forefront of Kinesiology and Health Sciences, and to adjust the project design in the light of unforeseen problems
- demonstrate a detailed understanding of applicable techniques for research and advanced academic enquiry in Kinesiology and related Health Sciences.
- create and interpret new Kinesiology and/or related Health Science knowledge in their area of expertise, through original research or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of the discipline, and merit publication
- demonstrate the qualities and transferable skills necessary for employment in academics, industry or a clinical setting, requiring the application of personal responsibility and largely autonomous initiative in complex and unpredictable situations, in professional or equivalent environments.

**Program Goal 2:** The UWM doctoral program in Kinesiology will recruit and matriculate highly qualified candidates for doctoral education.

**Program Goal 3:** The UWM doctoral program in Kinesiology will increase scholarly productivity of faculty and students in the Department of Kinesiology.

**Program Goal 4:** The UWM doctoral program in Kinesiology will contribute to the continued evolution, and national and international growth of Kinesiology through engagement in national and international organizations and foundations.

3.3 Curriculum. The program will require students to take a minimum of 58 graduate credits beyond the Master’s degree, or 79 credits beyond the Bachelor’s degree. The curriculum will be comprised of five
main components: (1) Core curriculum, (2) Area of emphasis curriculum, (3) Cognate, (4) Electives, and (5) Dissertation. All coursework will be decided upon and approved by the student and their Ph.D. committee.

This curriculum will produce successful scholars who will have the ability to create, evaluate, apply, and advance knowledge at the intersection of the human movement and health sciences. The curriculum, grounded by a strong integration and value of social sciences into our research and teaching, and a focus on the lifespan (from infants to older adults), will provide students with excellent research training for entry into academic and professional careers. Credit distribution will be as follows:

<table>
<thead>
<tr>
<th></th>
<th>Students entering with a MS</th>
<th>Students entering with a BS</th>
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</thead>
<tbody>
<tr>
<td><strong>Core Curriculum</strong></td>
<td>16 credits, minimum</td>
<td>22 credits, minimum</td>
</tr>
<tr>
<td><strong>Area of Emphasis Curriculum</strong></td>
<td>15 credits, minimum</td>
<td>21 credits, minimum</td>
</tr>
<tr>
<td><strong>Cognate</strong></td>
<td>9 credits, minimum</td>
<td>12 credits, minimum</td>
</tr>
<tr>
<td><strong>Electives</strong></td>
<td>6 credits, minimum</td>
<td>12 credits, minimum</td>
</tr>
<tr>
<td><strong>Dissertation</strong></td>
<td>12 credits</td>
<td>12 credits</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>58 credits</td>
<td>79 credits</td>
</tr>
</tbody>
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Students who enter with a B.S. and opt for a terminal master’s instead of completing the Ph.D., will be required to complete the requirements for the 33-credit MS Kinesiology degree.

**Core Curriculum.** The core curriculum will focus on the knowledge and skills necessary to conduct sound and innovative research, and develop as a scholar. Coursework included in the Core curriculum focuses on research methodology and design, statistical analysis, ethical conduct of research, professional development, and teaching and learning coursework.

- Seminar
  - *KIN 901 or other comparable option*  
    - 1 credit repeated minimum of 4 times
- Teaching and learning course
  - *KIN 909 (CAR form in progress); OST 990*  
    - 3 credits
- Research methodology and design
  - *KIN 705 or comparable option*  
    - 3 credits
- Statistics
  - *Possible eligible courses include, but are not limited to KIN 702, SocWrk 961, SocWrk 962, SocWrk 963, SocWrk 964.*  
    - 6 credits (minimum)

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The seminar course will expose students to up to date dissemination of research pertinent to Kinesiology and Health Sciences. Additionally, discussions of professional training including, but not limited to manuscript preparation and review, time management, presenting to scientific and public audiences will occur.

**Area of Emphasis Curriculum:** Students will select an area of emphasis in line with their advisor’s expertise and take an array of courses, offered within and outside the Department of Kinesiology, that explore the main dimensions of that area. The academic area of specialization within Kinesiology will be identified prior to the student’s entry into the program. The student’s doctoral committee will be charged with reviewing course level in program of study to ensure that sufficient doctoral level coursework will be/has been completed.

**Cognate:** The cognate area, within or outside Kinesiology, will complement the student’s area of concentration (e.g. Area of emphasis: Exercise Physiology; Cognate: Nutrition), and will be identified by the end of the first year of coursework. Coursework in the cognate may include classes offered within and outside the Department of Kinesiology. The student’s doctoral committee will be charged with reviewing course level in program of study to ensure that sufficient doctoral level coursework will be/has been completed.

**Electives:** Students will have the opportunity to broaden their knowledge by taking supplemental courses in teaching and learning, grantsmanship, manuscript preparation, professional development, and other areas that complement their area of emphasis.

**Dissertation:** The completion of a dissertation, consisting of original research, will be the final step in earning a Ph.D. in Kinesiology from the University of Wisconsin-Milwaukee. We expect students to be able to complete the program in four to six years.

**A. Preliminary Exam.** After students successfully complete the required credits of didactic coursework in the Core, Area of Emphasis, and Cognate areas, the student will sit for the preliminary examination. The preliminary examination will assess the level or knowledge and understanding related to coursework taken in the area of emphasis, cognate area, as well as research methodology and statistics. Specifically, the purpose of the preliminary exam is to provide the student with an opportunity to demonstrate their: (1) current knowledge and (2) ability to apply and integrate knowledge gained in classes with the current body of literature and in their own research. The preliminary examination process must be successfully completed before a student can formally become a dissertator. The preliminary exam format will consist of a(n):

**Area of emphasis examination:** One written exam where the student will not have access to notes or other materials. The exam will require students to demonstrate their understanding of fundamental ideas, theories, and/or concepts within their area of emphasis.

**Cognate examination:** One written exam where the student will not have access to notes or other materials. The exam will require students to demonstrate their understanding of fundamental ideas, theories, and/or concepts within their area of emphasis.

**Integrative examination:** The preliminary exam for the Integrative examination will consist of the student preparing a grant proposal (format approved by doctoral committee) and orally defending the grant proposal to their doctoral committee. This written and oral exam will focus on a topic related to
their area of emphasis, but not the student’s primary dissertation research question. The topic must be agreed upon by the student and their committee. The Integrative examination will provide the student an opportunity to demonstrate their ability to analyze, evaluate, and hypothesize on research and theory pertaining to a selected area of Kinesiology.

**Grading of Preliminary Examinations:**

Preliminary examinations will be graded by the primary author(s) of the question(s) in consultation with the doctoral committee. To successfully pass a preliminary examination, all doctoral committee members must be in agreement. If unanimous agreement is not reached, the student must repeat the unacceptable aspect of the preliminary examination. The student will be provided with feedback from the doctoral committee regarding the strengths and weaknesses of their responses. The second attempt must occur within one year of the first attempt, but no sooner than two months following the first attempt. In the interim between preliminary exam attempts, the student may continue with current semester classes and responsibilities (TA, RA, etc.), but they may not progress to the dissertation stage of the program. If a student does not successfully complete the second attempt within one calendar year from the initial exam date, they will be dismissed from the program. In accordance with the University of Wisconsin-Milwaukee Graduate School, a student must “pass doctoral preliminary examinations within five years of initial doctoral program enrollment”.

**Appeals Process:** Any appeal (grades, preliminary exam decision, dissertation proposal decision, etc.) initiated by the student must follow the appropriate steps for appeals as outlined by the Graduate School (http://www.graduateschool.uwm.edu/students/policies/appeals-and-exceptions/; accessed Nov 8, 2011).

**B. Dissertation.** The dissertation will consist of a dissertation proposal and the dissertation. Once students reach the dissenter stage, they enroll for three credits per semester at a reduced tuition rate until the dissertation has been successfully defended.

**Dissertation Proposal:** The dissertation proposal will consist of a written proposal document and a public oral presentation. Notification of the oral presentation will be publicly posted ten business days (two calendar weeks) prior to the presentation.

The proposal will consist of an introduction, review of literature, and methods specific to the research question. Pilot work prior to proposal may be required if deemed appropriate by the dissertation committee. All written materials must be disseminated to the student’s doctoral committee a minimum of ten business days (two calendar weeks) prior to the scheduled oral presentation. The oral presentation must be scheduled during a time in which all of the committee members are present (live or virtual). Successful completion of the dissertation proposal will require approval by all members of the doctoral committee. If approval of the proposal by the entire doctoral committee is not received, the student will need to revise the proposal based on feedback from committee. The revised proposal presentation must occur within six months of the initial proposal, but no sooner than one month of the initial proposal. If the revised proposal is not completed within six months, or if following the revised proposal presentation, approval by all but one committee member is not achieved, the student will be dismissed from the doctoral program. The approved proposal serves as a contract between student and committee. Per UWM Graduate School guidelines, “Any significant changes to the dissertation as presented in the proposal hearing must be approved. A new proposal and proposal hearing are

Dissertation: For dissertations following the traditional dissertation format, the formatting of the dissertation document will follow guidelines published by the UWM Graduate School (http://www.graduateschool.uwm.edu/students/current/thesis-and-dissertation-formatting/) and consist of an introduction, review of literature, method, results and discussion sections.

For dissertations following the manuscript format, the dissertation document will follow guidelines published by the UWM Graduate School (http://www.graduateschool.uwm.edu/students/current/thesis-and-dissertation-formatting/) and consist of an introduction to the content area and line of research, two to four manuscripts, a summary of the impact of the current work on the existing body of literature and an overall conclusion.

Dissertation Defense: Following approval of the proposal and subsequent completion of the dissertation research, the student must successfully complete a dissertation defense. The dissertation defense will consist of completion of a written document and a public oral presentation. Notification of the oral presentation will be publically posted ten business days (two calendar weeks) prior to the presentation. All written materials must be disseminated to the student’s doctoral committee a minimum of ten business days (two calendar weeks) prior to the scheduled oral presentation. The oral presentation must be scheduled during a time in which all of the committee members are present (live or virtual). Successful completion of the dissertation defense will require approval by the entire doctoral committee.

Admission Requirements

In addition to meeting the UWM Graduate School’s criteria for admission, applicants to the Ph.D. program in Kinesiology must also:

1. Possess, or be in the process of completing, a M.S. degree in Kinesiology or closely related field. In exceptional cases, students with a B.S. degree in Kinesiology or closely related field who demonstrate significant involvement in research and exceptional academic achievement may be considered for admission.

2. Submit a curriculum vitae that includes all academic institutions attended, degrees achieved, academic presentations and publications.

3. Submission of verbal, quantitative, and analytical writing scores from the GRE General Test taken within the previous five years.

4. Demonstrate, through submission of official transcripts from all institutions attended, a minimum grade point grade point average of 3.0 for the highest degree program in which the student enrolled and/or completed. Particular attention will be paid to grades in classes that are relevant to the selected area of emphasis for the Ph.D. Kinesiology program. Applicants currently enrolled in a baccalaureate program must demonstrate a minimum undergraduate grade point average of 3.0.
5. Solicit two confidential letters of recommendation from previous university instructors and/or faculty advisors. These letters should be sent directly to the program from the letter writer.

6. Submit a writing sample from a research project in which the applicant was involved. Acceptable writing samples include, but are not limited to, submitted/published manuscripts, submitted/published abstracts, review of literature, report of a completed research project, research proposal, etc.

7. Submit a letter of intent that addresses the student’s research interests (including intended area of emphasis and advisor at UWM) conducted research, ongoing research and career goals.

The final admission decision is contingent upon willingness, availability, and expertise of a faculty member to serve as primary advisor for the student.

**Doctoral Committee**

In accordance with the UWM Graduate School guidelines and prior to completion of 18 credits, the student, along with the student’s faculty advisor, will identify a doctoral committee that will consist of at least five graduate faculty members, including the faculty advisor. A minimum of three of the committee members must hold Graduate Faculty status in the Department of Kinesiology and at least one member of the committee must be from outside the department.

If during the course of study, a student requests to change their primary advisor or committee member(s), the substitution should occur prior to the student entering the preliminary exam stage of the program. Such a request must receive approval of all remaining committee members. If change of advisor and/or committee member(s) is requested following the completion of the preliminary exam, the student will be required to complete an additional preliminary exam with the new advisor and/or committee member(s).

**3.4 Interrelationship with Other Curricula.** Currently, Department of Kinesiology faculty educates and mentors students enrolled in the College of Health Sciences Ph.D. program and the Doctor of Physical Therapy (DPT) program. We expect continued collaborations and resource sharing to continue as the Ph.D. in Kinesiology comes to fruition. Specifically, the Kinesiology Ph.D. will support the Health Sciences Ph.D. by contributing to the range of courses offered to the Health Sciences Ph.D. students and by providing additional students for current Health Sciences Ph.D. and DPT courses (e.g. CL SCI 901, OST 990, KIN 705). Further DPT faculty, who are Graduate Faculty in the Department of Kinesiology will mentor students in the Ph.D. Kinesiology degree program.

Students gain a significant benefit in knowledge and understanding of research questions and didactic coursework through engagement with faculty outside the Department. Therefore, in addition to our participation and contribution in the Health Sciences Ph.D., our faculty will continue to actively engage in Centers and research institutes on the UWM campus and beyond (e.g., Center on Age and Community and the Center for Urban Population Health, Clinical & Translational Science Institute or Southeastern Wisconsin). Involvement in centers and institutes provides opportunity for interdisciplinary collaborations and learning opportunities for our faculty and students. We look forward to the
Kinesiology doctoral program objectives and student learning outcomes (section 3.2) to be accomplished through the collective expertise of the faculty and staff within the Department of Kinesiology, the College of Health Sciences, and the University.

3.5 Accreditation Requirement. At present, there is no accreditation requirement for doctoral programs in Kinesiology.

3.6 Diversity. The Department of Kinesiology is committed to recruiting and retaining a diverse group of students and faculty. Consistent with the mission of the University of Wisconsin-Milwaukee "to further academic and professional opportunities at all levels for women, minority, part-time, and financially or educationally disadvantaged students," individuals of diverse backgrounds will be encouraged to pursue study in the Ph.D. Kinesiology program. The challenge of attracting and retaining women and minority students in science and engineering fields has been described in great detail in the 2004 National Science Foundation report, "Women, Minorities, and Persons with Disabilities in Science and Engineering," (available at http://www.nsf.gov/sbe/srs/wmpd/start.htm.) This recruitment challenge, however, has not been as pronounced in Kinesiology as it has been for other science and engineering fields, as evidenced by our faculty. Among the 14 faculty in the Department, 50% are women, 21% are racial/ethnic minorities. The Ph.D. in Kinesiology will provide an opportunity for Wisconsin residents (and non-residents) to obtain an affordable doctoral degree from one of the nation's top urban research universities.

3.7 Collaboration. The proposed program facilitates on-going educational and research collaboration with current partners within the College of Health Sciences, and with other academic units at UWM (e.g., College of Nursing, Center for Urban Population Health, Zilber School of Public Health, College of Engineering and Applied Science), the Milwaukee community (e.g., Medical College of Wisconsin, The U.S. Department of Veterans Affairs, Marquette University, Milwaukee School of Engineering Milwaukee County Department on Aging, Clinical & Translational Science Institute, Milwaukee Fire Department, etc.), and other institutions around the nation and the world (e.g. UW-Madison, University of Massachusetts, West Virginia University, Cambridge University, University of Jyvaskyla Finland). Research opportunities include lab-based, researcher-initiated community-based research, community-based participatory research, and secondary data analyses. Through these collaborations, our department engages in translational research ranging from phase 2 translation to phase 4 translation.

3.8 Outreach. As discussed in section 3.5 and 3.7, the department and its faculty members have been engaged in educational and research activities with many other programs at UWM. The faculty and staff of the Department of Kinesiology have extended our educational and research opportunities beyond the University. Through research and collaborative initiatives, graduate students are placed in clinical settings (e.g., cardiac rehabilitation), and government and community facilities (e.g. Milwaukee County Department on Aging; Milwaukee Fire Department), to facilitate enhanced, hands-on learning by our students and the community members in which they connect. Faculty members collaborate on funded
and non-funded projects with faculty and community members at UWM and across WI including the UW-Madison, Medical College of Wisconsin, U.S. Department of Veterans Affairs, Marquette University, Milwaukee School of Engineering, Milwaukee County Department on Aging and Milwaukee Area Technical College. We plan to expand our connections with these and other institutions and to develop a Kinesiology Health Promotion Clinic where PhD students would be able to discover and address real-world problems to improve the health of individuals and of the community. We hope these research and service learning opportunities will increase and expand with the inception of the new PhD program.

3.9 Delivery Method. Although the majority of our master’s program delivery is done within the conventional classroom and laboratory setting, we are exploring opportunities for experiential learning through community-engaged scholarship and learning opportunities, as well as online and blended courses, as pedagogically appropriate. Further, students enrolled in a PhD program will have numerous opportunities, formal and informal for lab-based research education.

4. NEED

Technological advances, social influences and environmental attributes have impacted home, work and leisure lifestyles over the past half of a century. This has led to an increased number of individuals spending more time being sedentary and less time being physically active. This inactive lifestyle became more pervasive and widespread during a time that we saw an unprecedented rise in chronic diseases. Concurrently, individuals in a different segment of the population (i.e., former high school &/or college athletes, those caught up in the fitness boom of the 1970s) have continued or increased their level of physical activity into middle and older age. This active lifestyle is accompanied by an increase in the number of individuals seeking information on performance enhancement and treatment for acute/chronic injuries. Because of its inter-and multi-disciplinary nature, kinesiology, “the study of physical activity and its impact on health, society, and quality of life” (American Kinesiology Association), plays a vital role in the prevention and treatment of many chronic diseases, the prevention and treatment of acute and chronic injuries, and the maintenance/enhancement of participation across all levels. This systems-level focus on health and wellness has resulted in Kinesiology emerging as one of the fastest growing undergraduate majors in the U.S. over the last decade. However, opportunities for students to pursue advanced training in Kinesiology are limited (American Kinesiology Association, 2010). There is a need for faculty to train future scholars and health care professionals who can develop the knowledge base and translate it for professionals and the public. Those faculty and scholars are largely individuals with PhD training in Kinesiology.

4.1 Comparable Programs in Wisconsin. Currently, UW Madison is the only university in Wisconsin offering a Ph.D. in Kinesiology. Through the Entitlement to Plan process, UW-Madison has offered their support for a Ph.D. in Kinesiology at UWM (Appendix B). UWM’s new doctorate will differ from Madison’s Ph.D. primary through are emphasis on human movement and health, and the substantive content that accompanies this theme.

The themes and substantive content of the program at UW-Milwaukee and UW-Madison differ. The UW-Madison Ph.D. in Kinesiology, housed in the School of Education, has a strong integration of the natural sciences disciplines and offers its students more than seven different specialty areas within the
field of Kinesiology. The UW-Milwaukee Ph.D. in Kinesiology will offer a more focused (five areas of emphasis) program centered on the strengths of the UW-Milwaukee Kinesiology faculty (interdisciplinary faculty and staff, applied research focus, integration and value of the social sciences). The UW-Milwaukee program is housed in the College of Health Sciences which provides a nice basis for the Department’s strong integrative approach to the study and analysis of human movement through the integration of clinical application and scientific inquiry. The Department of Kinesiology at UW-Milwaukee has the ability to deliver unique doctoral level research training, integrating natural and social sciences as they relate to the study of human movement. This program will generate graduates who have a strong ability to ask and study relevant research questions in a dynamic world resulting in positive impact on health and society.

Additionally, the UW-Madison Kinesiology program has a long history of success in educating scholars that produce cutting edge research. It is ranked among the top 25 Kinesiology programs in the U.S. and has a strong national and international reputation. Therefore, UW-Madison recruits and educates a large number of national and international Ph.D. students. We believe that UW-Milwaukee can complement UW-Madison by recruiting and educating regional, state, and local students interested in a Kinesiology Ph.D. Currently, our M.S. Kinesiology program draws in a large part from the state of Wisconsin, with 64% of the 2011 applicants being residents of WI, 20% being regional applicants and 16% being national or international applicants. These data demonstrate a state and regional demand for post-baccalaureate education provided by UW-Milwaukee.

4.2 Comparable Program outside Wisconsin. In the Great Lakes Region (i.e., Illinois, Indiana, Ohio, Michigan, Minnesota, Wisconsin), there are currently only eight programs that offer a Ph.D. in Kinesiology, with one program offered in Wisconsin (section 4.1). The two geographically closest programs outside of the state that offer a Ph.D. in Kinesiology are the University of Illinois-Chicago and the University of Minnesota-Minneapolis. Each program bears significant similarity to Madison’s program in that they operate in a national and international market for students, serving primarily national demand and needs rather than regional or local. Thus, these programs do not represent direct competition for the proposed program given that we intend to serve the population of southeastern Wisconsin, the state and the region. Nonetheless, the proposed program will be qualitatively competitive with other programs in the area and nationally, with the aim of competing for strong Ph.D. students just as we compete with others for strong faculty members.

4.3 Regional, State and National Needs. University faculty with a Ph.D. in Kinesiology teach and train students who are pursuing, among others, a degree in physical therapy, occupational therapy, athletic training, cardiac rehabilitation, medicine or health education. The job outlook for these professions is growing at a rapid pace due primarily to increasing demand for health care services across the lifespan: from the increasing population of infants who survived premature births, to the high number of Baby Boomers who are remaining active into older age, to the overall aging of the U.S. population. The Occupational Outlook Handbook, 2010-11, published by the Bureau of Labor Statistics (http://www.bls.gov/oco/) states healthcare practitioner employment opportunities are expected to increase by 21% or 1.6 million new jobs. Specifically, between 2008 and 2018, employment of athletic trainers is projected to grow 37%, the number of cardiovascular technologists and technicians is expected to increase 24%, occupational therapists will grow by 26%, physical therapists are expected to grow by 30%, physician assistants will increase by 39%, and employment of health educators is expected
to grow by 18%. Due to these expected increases, there is a strong need for Ph.D.-trained faculty to educate these future professionals.

According to the American Kinesiology Association’s database, currently 874 universities in the U.S. offer an undergraduate Kinesiology degree, 255 offer a master’s degree, and 77 offer a doctoral degree. The lack of available graduate (especially doctoral-level) programs may contribute to the fact that only 1% of Kinesiology undergraduate majors currently pursue higher education in the field (Wojciechowska, 2010). While development of undergraduate and masters’ level professionals is critical to address the aforementioned needs, there is also critical need for Ph.D.-trained faculty to conduct the research that will provide the evidence to inform the practice of Kinesiology and other health professionals.

4.4 Student Demand – Future Enrollment. Twenty-five percent of the graduates from our M.S. Kinesiology program over the past 10 years have continued their education to earn a Ph.D. Many of these students have indicated that they would have strongly considered (and in many cases preferred) staying at UWM, had a Ph.D. in Kinesiology been available. Additionally, many of the students in our existing master’s program and a number of students employed as researchers and clinicians have reported to us that they would be interested in further training and higher credentials in Kinesiology. They have specifically expressed an interest in a Kinesiology Ph.D. program at UWM.

The program intends to admit three students in each of its first three years and three students in succeeding years, funding the majority but not all of those students.

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<th>Year</th>
<th>Implementation Year</th>
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<th>3rd year</th>
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<td>3</td>
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</tbody>
</table>

Collaborative or Alternative Program Exploration: Collaboration with another institution to offer this program is not an option at this time because there are no other programs in the state (other than at Madison) which offer a Ph.D. in Kinesiology. There is no alternative program or program structure that would accomplish the goals of the Ph.D. program proposed here. That being said, we will continue to collaborate on research and scholarly projects with our colleagues at UW-Madison, providing opportunities for our students to learn from, and work with our UW-Madison colleagues.

5. ASSESSMENT AND ADVISING

5.1 Assessment. In comparison to master’s degrees, new doctoral programs – given the length of time it takes for students to matriculate through the curriculum – require a greater amount of time to pass before a thorough outcomes assessment of the program can be conducted. Therefore, we propose a process and intermediate outcomes evaluation plan that would begin in the first year the program is offered.
Internal self-study: The aim of the self-study is to ensure that program and learning objectives described in Section 3.2 are achieved. This evaluation will incorporate the information collected from the assessment methods listed below. The graduate committee will meet annually to discuss the evaluations and modify the program on an as-needed basis.

Program admissions and enrollment: Procedures will be established to maintain records of the number of applications for admission to the program, number of students accepted to the program and the number of students enrolled in the program. Factors such as GRE scores, undergraduate and graduate major, and undergraduate and graduate GPA will be monitored to evaluate the strength of the applicant pool.

Student learning: Records will be maintained on grades in core coursework and independent research coursework, student pass rate on the preliminary exam and doctoral defense. Length of time to degree, number of student presentations, publications and grant submissions will also be assessed. Additionally, students admitted with a BS will be compared to those admitted with an M.S. degree to determine if the inclusion of a “fast-track” to Ph.D. is warranted as the program evolves. Finally, at the time of the preliminary exam and oral defense of the dissertation, the student’s committee members will be asked to formally assess (in writing) the student’s progress towards achieving the doctoral program learning objectives.

Student and faculty evaluation of courses: At the end of each semester, students will review the content and instructor for programmatic courses. For example, they will be asked how well the content delivered aligned with the course learning objectives. This information will be used to assess and improve course quality. In addition, the Department has a formalized peer review of teaching process that will be implemented for Departmental courses. The peer review of teaching provides peer-to-peer feedback on course content as well as quality of instruction.

Peer review: In accordance with UWM Graduate Faculty Committee (GFC) requirements, the program will undergo a full review after the first five years of operation and every ten years thereafter. The internal self-study (described above) will serve as the foundation for the review conducted by the GFC.

Alumni assessment: Once students matriculate through the program, alums will be asked to complete an exit survey evaluating the strengths and weaknesses of the program with respect to program goals, how well the program prepared them for the job market, and avenues for improvement. This information will be updated every three years and used to maintain an alumni directory that is populated with information regarding current employer, job title, salary, and contact information.

Faculty Assessment: The degree to which this program assists in increasing faculty productivity and national/international presence will also be assessed. Yearly quantification of faculty publications, scholarly books, presentations, and grant submissions will be tabulated. Additionally, faculty involvement in national and international organizations will also be tracked.

5.2 Advising. Each student will identify a specific advisor from the Department of Kinesiology doctoral faculty as part of the application to the program process. It is expected that by the beginning of the second year of the program, students, in consultation with their advisor, will have selected a committee for the preliminary exam and the dissertation. The primary advisor, and the committee members, will be responsible for assisting the student in developing their course of study, supervising all phases of the
dissertation research project, and guiding them in developing the skills necessary for success on the job market (e.g., grant writing, job seeking, curriculum vitae preparation, etc.).

5.3 Access for individuals with disabilities. The UWM campus and the Department of Kinesiology are committed to providing equal opportunities for all students and student employees. Students with disabilities will be referred to the UWM Student Accessibility Center to create a personalized plan for accommodating their needs, and the Department will conform to all university and professional guidelines for meeting those needs. The Department of Kinesiology – with classroom, laboratory, and research space in Enderis Hall and the Klotsche Center Pavilion - is accessible to students with physical disabilities. In both facilities, wheelchair-accessible entrances and restrooms are available. Student office space will also meet accessibility guidelines, and the program will accommodate special needs of students pertaining to computers and related technology used for their teaching and research.

6. PERSONNEL

6.1 Current Faculty Requirements. Per the College of Health Sciences Graduate Faculty Doctoral Faculty Criteria and the Graduate School of the University of Wisconsin-Milwaukee, the Department of Kinesiology has 14 faculty with Graduate Faculty Status with Ph.D. committee member status, eight of which also have Ph.D. student primary advisor status. These 14 faculty also actively contribute to and advise students in two other graduate programs within the Department of Kinesiology: the M.S. Kinesiology program and the Doctor of Physical Therapy program.

The current course load for faculty in the Department of Kinesiology is four courses per year. To ensure the most effective and logical deployment of our faculty and scheduling of courses, the Department is undergoing a self-review of its course offerings and schedules (B.S. Kinesiology, BS Athletic Training, M.S., DPT, and Ph.D.) to identify more efficient ways to schedule our required classes. For instance, we plan to identify classes - that have historically been taught by faculty or academic staff - which our advanced Ph.D. students are able to teach.

To meet the demands of the new program, we will need to offer new courses and offer courses on a more regular basis than has been done in the past. The new courses include expanding our current graduate course array by one to two additional graduate courses in each of our Kinesiology sub-disciplinary areas during the initial three years of the program. With careful planning and replacement of our recently retired, or vacant, faculty lines (the Department currently has three faculty searches underway, with an additional faculty search to begin fall 2012) we will not require any new faculty, assuming these four vacant lives are filled, to deliver these additional courses.

6.2 Additional Faculty Requirements. We do not anticipate the need for any additional faculty members to deliver the Ph.D. Kinesiology degree. Briefly, we have recently experienced two retirements, and two faculty members left the University for Faculty Positions at other universities. Currently, three of these lines are in the active search and screen process and there are plans to begin the search for the fourth faculty position in fall 2012).
With the hiring of three additional faculty members for academic year 2011-12 and one in 12-13, we do not anticipate the immediate need for additional faculty members to support the new program.

6.3 Academic Staff. No requests for Academic Staff are included in this proposal.

6.4 Classified Staff. The Ph.D. program will require an increase in classified staff support from the current 1.0 FTE staff allocation that supports the B.S. Kinesiology program (600 students), the M.S. Kinesiology program (~30 students), Departmental functions, as well as Kinesiology faculty and staff residing in Enderis. We request the addition of a 0.5 classified staff member, to help facilitate the implementation of this program, assist with recruitment efforts, provide assistance with admissions, manage teaching assistant assignments, monitor academic progress of new doctoral students, collect program assessment data and to provide day-to-day support for the program.

7. ACADEMIC SUPPORT SERVICES

7.1 Library Resources. Faculty and students in the Ph.D. program will have access to all of the holdings housed in the Golda Meir Library, including those available through electronic journals and inter-library loan services. Faculty and students may also gain access to libraries at the Medical College of Wisconsin, Marquette University, and all libraries affiliated with the University of Wisconsin-System. Participation in cooperative access programs (e.g., Wisconsin Research Fellows) will facilitate even greater world-wide access to reference material.

7.2 Access to Student Services. Students in this program will have access to all of the intra-Departmental, intra-College, and intra-University support services available to UWM students.

Information for prospective and current graduate students can be found at:

http://graduateschool.uwm.edu/students/.

7.3 Access to Library and Learning Resources. All UWM students have access to the Library’s substantial information services and learning resources (see 7.1 above). Library services can be found at:

http://www4.uwm.edu/libraries/.

7.4 Technical Support. All UWM students have access to the technical services of the University, including computer support, e-mail, D2L, “help desk,” and related services. Information regarding technical support can be found at:

https://www4.uwm.edu/uits/about/index.cfm.
8. FACILITIES - EQUIPMENT

8.1 Capital Resources – Existing Facilities and Capital Equipment. The Department of Kinesiology currently occupies space in Enders Hall and in the Pavilion. This space is allocated to faculty and staff offices, shared teaching and research space, and clinical teaching space. The Department of Kinesiology, similar to other Departments and Colleges on UWM’s campus, is currently at capacity. We do not have any unused offices or additional space to house teaching or research assistants, when additional funding is granted. Currently funded graduate students occupy a space or a desk within one of the Department teaching/research labs.

Much of our equipment needs have been met through faculty start-up packages, laboratory modification monies from the College of Health Sciences, and extramural funding.

Currently, we have seven laboratories that are used for dual purposes: teaching undergraduate and graduate students, and conducting funded and unfunded research. These labs include the Body Weight & Shape Research Laboratory, Human Performance & Sport Physiology Laboratory, Laboratory for Sport Psychology & Performance Excellence, Neuromechanics Laboratory, Pediatric Neuromotor Laboratory, Physical Activity & Health Research Laboratory, and Visuomotor Laboratory. These laboratories contain equipment necessary to complete research studies that are in line with the faculty members of these laboratories, and the equipment necessary for teaching undergraduate and graduate students the necessary techniques and skills necessary to succeed in their chosen area of study.

8.2 Capital Budget Needs – Additional Facilities and Capital Equipment. To adequately accommodate the 0.5 program assistant, the additional Ph.D. students, and to provide space to support research and teaching assistants, the Department will need a minimum of five to six additional offices, each to be occupied by 2-3 students (depending on office size), over the next five years. At least two of those offices will be needed for the initial year of the program. In addition to the office space, funds are requested to purchase computer equipment for each student occupant and the new program assistant.

Every effort will be made to furnish offices with previously used desks, chairs and other furnishings. However, if previously used items are not available, desks and chairs will need to be purchased.

In addition to the requested research assistantships, the Department will be re-allocating some of the current teaching assistantships and all Chancellor’s Graduate Student Award allocations to the Department of Kinesiology from the College of Health Sciences to support Ph.D. students in this new program.

8.3 Clinical Facilities. Not applicable.

8.4 Security. Oversight of the program is the responsibility of the Kinesiology Graduate Program Director and the Kinesiology graduate faculty. The Kinesiology graduate faculty will ensure that the degrees and credits awarded are of the highest quality. Each student’s doctoral committee, lead by the
primary advisor/mentor will be responsible for ensuring the integrity of the individual student’s work outside the formal classroom. Inside the formal classroom, individual instructors are responsible for ensuring the integrity of student work in their courses. The Kinesiology Graduate Programs Director will conduct regular reviews to assess whether the program is meeting its objectives, and whether the students are attaining the learning outcomes detailed in section 5.1. Information gathered from these regular assessments will be used to improve the quality of the program. These layers of student and program management will support the credibility of the degree earned and the education gleaned by students graduating from the program.

9. FINANCE

9.1 Operating Budget & Budget Narrative. Assuming we will be able to promptly fill open and/or transferred lines as well as lines vacated by current faculty members that retire from or leave the department, we will be able to operate the program with faculty staffing that is comparable to the successfully run UWM Ph.D. programs. The program will require an additional 0.5 program assistant line to manage processes associated with admissions, graduate assistantship contracts, and program marketing which includes maintaining graduate program & laboratory websites. The program will also require additional funds to cover additional supplies & expenses as well as the purchase of computer equipment. The program may require temporary funds for Ph.D. students to serve as ad-hoc instructors to cover course sections currently taught by faculty members who will be redeployed to teach new graduate-level courses.

The largest part of the resources required for the program will support doctoral students serving as research assistants. We would like to be able to offer four, half-time, 12-month assistantships for the duration of the program. The ability to offer ongoing financial support is one of the best ways to recruit and retain the best students. While some of our current assistantships may be directed toward doctoral students, doing so should not count against the four new positions dedicated solely to the Ph.D. program.

Per budget spreadsheet attached, several of the aforementioned expenses will be phased-in proportionally as students are admitted into the program.

9.2 Operating Budget Reallocation. The proposed budget requires minimal reallocation or infusion of new funds from the CHS and/or the campus to support the implementation of the program. Please refer to the attached spreadsheet for an overview of projected costs.

9.3 Extramural Research Support. Numerous Kinesiology faculty members have received and/or are pursuing external sources of funding for their research, which could be used to help support research & project assistants. Concurrently, the ability to work with more experienced graduate students in on multi-year research programs is one of the important synergies involved in providing doctoral
education; graduate students gain valuable research experience while providing the necessary support to complete the projects.

The department is also in the formative stages of developing strategies for obtaining gifts and other sources of funding that could help to support graduate education and research.
Appendix A

University of Wisconsin System Approval Memo for the Entitlement to Plan a Ph.D. in Kinesiology
February 2, 2012

TO: Johannes Britz, Interim Provost and Vice Chancellor for Academic Affairs
UW-Milwaukee

FROM: Stephen H. Kolison, Jr.
Associate Vice President for Academic, Faculty, and Global Programs

RE: Entitlement to Plan a Ph.D in Kinesiology

In a memo dated November 2, 2011, we invited all UW System institutions to comment on your proposal for entitlement to plan a Ph.D in Kinesiology. I am enclosing the four responses we have received. The proposed program is potentially a valuable addition to the curriculum at UW-Milwaukee, and I am pleased to grant your request for entitlement to plan.

As you plan the program, please provide greater detail on the reallocated and any other resources for the program; address potential overlap with the Ph.D. curriculum in Health Sciences; and consider the possibility for collaboration with the UW-Madison.

As stipulated in Step 2.A of the Academic Program Review Guidelines, institutions must complete three reviews before the program proposal can be submitted to UW System for authorization:

1. Review by a three-person Program Review Committee;
2. Review by consultants from outside the institution; and
3. Review by the appropriate governance bodies.

You may complete these reviews in any sequence. If the review process is not completed by Fall 2017, the entitlement will expire.

In addition, the Guidelines have been updated to reflect the regents’ request that the completed proposal include information on mission congruence, collaboration, market research, instructional technology, and distance education. Special attention should also be given to the development of measurable program objectives, and effective assessment tools, to facilitate meaningful review of the quality of the program both at the five-year joint review stage, and subsequent campus program reviews, should the program be approved and implemented.
To assist in developing the document requesting authorization to implement a new academic program, the **Guidelines** include a format for the authorization proposal document and a format for budget information. The current version of the **Guidelines** is available on-line at [http://www.uwsa.edu/acss/planning/](http://www.uwsa.edu/acss/planning/).

Academic Program Planning is a collaborative process between our office and the campus. I have asked Lisa Beckstrand to represent UW System on the three-person Program Review Committee. Please contact her at 608-263-9939 or lbeckstrand@uwsa.edu so that we can be of assistance throughout the process of development of the authorization proposal.

**Attachments**

**cc:** Michael R. Lovell, Chancellor, UW-Milwaukee  
Provosts and Vice Chancellors  
UWSA Program Planning Team  
Campus Academic Program Planning & Review Liaisons
Appendix B

UW-Madison Response to the Entitlement to Plan a Ph.D. in Kinesiology
Entitlement to plan a PhD in Kinesiology at UW-Milwaukee

From: Jocelyn Milner <jlmilner@wisc.edu>  
Subject: Entitlement to plan a PhD in Kinesiology at UW-Milwaukee  
To: uwacademicaidairs <uwacademicaidairs@uwsa.edu>, afgp@uwsa.edu  
Cc: Paul DeLuca <pmdeluca@provost.wisc.edu>, Sheila Voss <svoss@provost.wisc.edu>, Milner Jocelyn <jlmilner@wisc.edu>

November 30, 2011
To: Stephen Kolison (via afgp@uwsa.edu)
From: Jocelyn Milner, UW-Madison
Subject: Entitlement to Plan a PhD in Kinesiology at UW-Milwaukee
Copies: Paul DeLuca, Sheila Voss

We have circulated UW-Milwaukee's entitlement proposal to colleagues in the Graduate School and the Department of Kinesiology, School of Education. Both groups have recorded their support for the proposal. Dorothy Farrar Edwards, chair of Kinesiology, provided the following summary: The Kinesiology faculty conclude "that the proposed coursework is appropriate and the faculty have the expertise to support the proposed program. We as a department have a history of collaboration and positive interactions with our UWM colleagues. Thus, the Kinesiology faculty support this proposal."

Thank you for the opportunity to comment. We at UW-Madison wish UW-Milwaukee well with this program.

On 11/2/2011 3:10 PM, uwacademicaidairs@uwsa.edu wrote:

RESPONSE DUE 12/2/2011

Attached please find a letter requesting a response from your campus by December 2, 2011 regarding the UW-Milwaukee request for entitlement to plan PhD in Kinesiology.

Also attached is the UW-Milwaukee request.

University of Wisconsin System Administration
Appendix C

Proposed Budget
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<tr>
<td>Computing</td>
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<tr>
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1. Graduate Assistants will consist of 4 CGSA awards as allocated in the 2012-13 academic year and 4 50% teaching assistantships currently assigned to the MS Kinesiology program; cost based on TA salary plus fringe @ 27.3%
2. New Graduate Assistantship lines: $10,000 CGSA monies will be provided by the Graduate School
3. New Graduate Assistantship lines: will be provided through external research grants
4. A .50 FTE Program Assistant is being requested to assist with day-to-day paperwork and duties related to the program
5. Supplies and expenses will be used to provide supplies needed for laboratory research performed by PhD students
6. New computers are being requested for PhD student use
7. Travel money is being requested to support PhD student travel to professional conferences to present research
8. Tuition revenues will be generated from marginal tuition produced by courses in the PhD, MS, and BS Kinesiology programs.