



HDFS Program Review 2022-23

Closing MOU

Date: September 13, 2023

Overview

Degree/Certificate Programs Reviewed: Bachelor of Science Human Development and Family Science
Bachelor of Science Early Childhood Education
Master of Science Human Development and Family Science
Doctor of Philosophy Human Development and Family Science strand

Department Chair & Dean: Melissa Burnham, Chair; Donald Easton-Brooks, Dean

External Reviewers & Affiliation: Dr. Elizabeth Sharp Professor, and Director, Women and Gender Studies, Human Development Family Sciences

Date of External Visit: April 17-18 2023

Review Process Summary

The HDFS program was scheduled for regular program review as mandated by the Board of Regents and University policy. A self-study document for the department and its programs was developed by the department faculty and completed in the Fall of 2022 for HDFS programs. These respective reports were provided to the reviewers before they conducted a visit on April 17-18, 2023. The external reviewers reviewed the program and met with relevant faculty, staff, students and administrators to determine the department's accomplishments, examine strengths and weaknesses, and identify opportunities as it plans for the future. A final report was issued by the review team shortly after the review visit. In accordance with institution practice, responses to the review were solicited from the department and the dean. A final meeting took place on August 30, 2023. This document represents the final MOU of recommendations and findings from the review.

Signatures

Executive Vice President &
Provost:



Jeffrey S. Thompson

Date: 9/26/2023

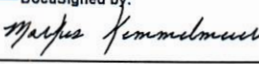
Vice Provost, Undergraduate
Education:



David Shintani

Date: 9/18/23


Vice Provost, Graduate Education
& Dean, Graduate School

DocuSigned by:

471BABFE1306498

Markus Kimmelmeier

Date: 18-Sep-2023 | 1:30 PM PDT

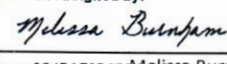
Dean, College of Education &
Human Development

DocuSigned by:

40BB74D9356149D

Donald Easton-Brooks

Date: 18-Sep-2023 | 11:49 AM PDT

Chair, Human Development,
Family Science & Counseling

DocuSigned by:

2C4BAF2D6D846C

Melissa Burnham

Date: 14-Sep-2023 | 2:54 PM PDT

Major Findings and Conclusions

Human Development and Family Science (HDFS) at UNR is a highly impressive unit, with a strong collaborative and cooperative atmosphere, and demonstrated excellence in teaching, research, and service. College Factual ranked the department among the Top 5 for the "Best Schools for Human Development & Family Science in the Far Western US Region." The department is an asset to the College and UNR, with its wide-reaching impact in the community and state. With 10 full-time research faculty, between 2015-2022, HDFS faculty taught thousands of students (currently, there 500 UG majors and minors), established a PhD program, mentored master's students, published close to 125 articles/book chapters and 4 books, were awarded approximately \$28 million in external funding (including CFRC funding), and engaged in considerable service within the department, college, and community. The research productivity and engagement in service is *especially impressive* because the faculty had a high standard teaching load (3/2) during this time and faculty were regularly asked to teach overloads to meet student enrollment demands. To put this in perspective, a common teaching load for research faculty at R-1 universities is a 2:1.

The HDFS department should be commended on the important strides they made since the previous review in 2014 (especially hiring new faculty and starting the PhD program) as well as their ability to respond to multiple challenges associated with the College re-structure, shifting upper-level administration at UNR, the pandemic, and being under-resourced. It appears that HDFS is high functioning, well-organized, and able to develop creative responses to many of the challenges they face.

There was however concern, that the way the department is currently functioning is *not sustainable*, especially as the department is in the throes of starting a PhD program. The major issue is that the department is sorely under-resourced, and faculty have compensated for this by taking on more teaching and working beyond what is to be reasonably expected (i.e., working most weekends and holidays to keep up with research expectations at UNR). As was articulated in the self-report and made evident during the site visit, the faculty are being stretched too thin and are at risk of burn-out, which will inevitably lead to poor outcomes. That being said, I am optimistic that if the College and UNR take immediate action to remedy this situation, HDFS will be able to maintain its excellent standards and continue to be a valuable asset to UNR, the community, and the state.

Here are the reviewer's recommendations:

- Hire new full-time HDFS teaching faculty
- Work with college to create a distribution model for teaching assistantships based on department needs.
- Expand support to efficiently assist with grant application and management
- Work with University Advancement and Career Studio to track and engage alumni
- Encourage faculty to integrate current events and topics into teaching materials
- Offer undergraduate practicums from across the lifespan
- Build on the current department successes to offer more research opportunities for undergraduates
- Connect HDFS graduate to Graduate School resources and events
- Teach more graduate-only courses
- Retool the existing HDFS research methods course to meet graduate students needs
- Create a strategy to ensure research active faculty have teaching loads consistent with peer and aspirant institutions
- Allocate adequate space for faculty research
- Provide adequate resources to HDFS as they establish their doctoral program
- After teaching conditions become manageable (with the recommended full-time teaching hires and more teaching assistantships), it is recommended that HDFS faculty develop a clear vision for the future
- Support CFRC to engage in a fundraising campaign to raise money for more space

Next Steps for this Program/Department (topics will vary)

- Prioritize hiring of 2 additional teaching faculty lines with COEHD administration to ease the undergraduate teaching load of existing HDFS faculty and free up time to create and teach graduate-only courses for our new HDFS Ph.D. program and our existing master's degree program.
- Advocate for equitable and timely allocation of state-funded teaching graduate assistantships in the College, including alignment of distribution of TAs to undergraduate teaching needs of a department.
- Offer the HDFS Graduate Program Director a course release and an additional 5 hours per week of a graduate assistant to accommodate this documented need.
- Make undergraduate research opportunities more visible to our HDFS undergraduate student body. Chair will meet with COEHD Director of Student Success to develop a plan and assure that advising staff are aware of HDFS faculty including undergraduates on their research teams.

- Develop a plan with the HDFS Practicum and Internship coordinator and other HDFS faculty to consider reconceptualizing the practicum course to allow for a slightly broader array of placements that align with student interests across the lifespan and allow for close supervision of lower division undergraduate students.
- Pilot an HDFS-specific graduate research methods course that aligns with the nature and rigor of social science research conducted in the HDFS field.
- Develop and provide HDFS Graduate Director access to a program-specific graduate student listserv.
- Consider with faculty adding an HDFS colloquium series for graduate students and advanced undergraduates interested in graduate school.
- Chair will work with the COEHD Development Director to establish an HDFS alumni network.
- Chair will work with COEHD Director of Student Success and the appropriate UNR offices to re-establish the tracking of HDFS graduates
- Chair will continue to advocate for robust, timely grant support within the COEHD and will invite both college-level and university-level grant personnel to department meetings. As the department's F&A account increases, we will also consider adding a part-time support position specifically for HDFSC grants.
- Chair will continue to advocate with COEHD administrators for the CFRC to be granted the ability to pursue a large fundraising campaign for a new or repurposed building for child care, student training, and HDFSC research.
- Chair will continue to advocate for conversations between the COEHD Dean and the Director of Extension to discuss more joint appointments between HDFS and Extension.
- Chair will prioritize an update of the strategic plan in fall of 2023 and will encourage the HDFS Program Coordinator to develop short and long-term goals specific to HDFS as part of this process.

Vital Statistics on NSHE Reports

Number of students with declared major in the program area:

2022-2023	BS Human Development and Family Science	315
	BS of Science Early Childhood Education	N/A
	MS Human Development and Family Science	16
	PhD Human Development and Family Science strand	10

Number of graduates from the program for the following years:

2020-2021	BS Human Development and Family Science	118
	BS of Science Early Childhood Education	N/A
	MS Human Development and Family Science	10
	PhD Human Development and Family Science strand	0
2021-2022	BS Human Development and Family Science	103
	BS of Science Early Childhood Education	N/A
	MS Human Development and Family Science	4
	PhD Human Development and Family Science strand	0

2022-2023	BS Human Development and Family Science	87
	BS of Science Early Childhood Education	N/A
	MS Human Development and Family Science	5
	PhD Human Development and Family Science strand	1

Program-level graduation rate using first-time, full-time, degree-seeking cohort at 150 percent completion time:

2020-2021	BS Human Development and Family Science	54%	n = 13
	BS of Science Early Childhood Education	N/A	
	MS Human Development and Family Science	67%	n = 3
	PhD Human Development and Family Science strand	N/A	
2021-2022	BS Human Development and Family Science	57%	n = 14
	BS of Science Early Childhood Education	N/A	
	MS Human Development and Family Science	100%	n = 4
	PhD Human Development and Family Science strand	N/A	
2022-2023	BS Human Development and Family Science	69%	n = 16
	BS of Science Early Childhood Education	N/A	
	MS Human Development and Family Science	0%	n = 0
	PhD Human Development and Family Science strand	N/A	

Headcount of students enrolled in any course related to the program (duplicated):

2022-2023	BS Human Development and Family Science -	2,698
	BS of Science Early Childhood Education -	72
	MS Human Development and Family Science -	85
	PhD Human Development and Family Science strand -	85