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July 22, 2015

MEMORANDUM

TO: State Board of Regents

FROM: David L. Buhler

SUBJECT: Dixie State University – Bachelor of Science in Exercise Science

Issue

Dixie State University (DSU) requests approval to offer a Bachelor of Science (BS) in Exercise Science effective Fall Semester 2015. The institutional Board of Trustees approved the degree on March 20, 2015.

Background

The BS in Exercise Science is proposed by a newly-created Department of Health and Human Performance (formerly the Physical Education, Health, and Recreation program) in the School of Health Sciences to expand DSU degree offerings in the growing areas of preventative health and wellness. The proposed BS includes 39 general education credits, 73-76 required credits in the major, and 9-10 elective credits, for a total of 121-125 credits. The proposed curriculum was reviewed and endorsed by an external expert who is a Regents Professor in the Texas A&M University System and a Fellow in the American College of Sports Medicine.

Exercise Science is a popular field of study at other four-year USHE institutions, and DSU is poised to offer the proposed BS in response to what it has determined is strong student and labor market demand. If approved, it is expected the BS in Exercise Science will be popular with DSU student athletes, as well as others who might be attracted to the geography and culture of St. George, which promotes the outdoors, physical activity, and athletic competition. In terms of labor market demand, U.S. Bureau of Labor Statistics provided in the DSU proposal indicate double-digit percentage job growth over the next decade in fields related to Exercise Science.

DSU will be increasing the number of Exercise Science faculty as the program is implemented and grows. A second Ph.D. faculty member in kinesiology/exercise physiology has recently been hired, and there are currently some adjunct faculty members with Exercise Science-related master's degrees. A third full-time, doctoral-level and two additional part-time, master-level faculty will be added in the first two years of program implementation. In addition to its current inventory of lab equipment, DSU will be investing approximately $35,000 for additional equipment to launch the program. Funding and construction of a new

Human Performance Building, which would support the proposed BS in Exercise Science, is also a high priority at DSU.

Policy Issues

The proposed degree has been developed and reviewed in accordance with processes established by Dixie State University and the Board of Regents. In response to the initial proposal, colleagues at other USHE institutions offered substantive comments and suggestions, resulting in revisions that clarified and strengthened several sections of the DSU proposal. The USHE Chief Academic Officers, with input from appropriate faculty, have reviewed and have expressed support for DSU's request to offer a BS in Exercise Science. There are no additional policy issues relative to approval of this program.

Commissioner's Recommendation

The Commissioner recommends the Regents approve the request by Dixie State University to offer a Bachelor of Science in Exercise Science.

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David L. Buhler
Commissioner of Higher Education

DLB/GVB
Attachment

Program Description
Dixie State University
Bachelor of Science in Exercise Science

Section I: The Request

Dixie State University (DSU) requests approval to offer a Bachelor of Science (BS) in Exercise Science effective Fall Semester 2015. The institutional Board of Trustees approved the degree on March 20, 2015.

Section II: Program Description

Complete Program Description

The Bachelor of Science in Exercise Science is a science-based undergraduate curriculum that provides a firm foundation in the STEM areas of anatomy, physiology, nutrition, psychology, biomechanics, motor learning and development, and measurement and evaluation for a full understanding of factors associated with exercise, fitness, sport performance, and physical/mental health. Students with this degree will have the knowledge and skills necessary to develop an exercise plan for individuals of all ages and abilities for improvement of particular areas of the body, as well as develop programs to improve specific health and/or performance issues. Student majors will understand the fundamentals of physiological responses to physical exercise. Application of this knowledge can be used in a variety of ways, including: (1) optimizing exercise sessions; (2) increasing ease and productivity in everyday endeavors; (3) preventing and fighting disease; (4) preventing and rehabilitating injury; (5) training for specific sport/skill performance.

The Exercise Science curriculum provides for many application/hands-on experiences through laboratory courses, civic engagement opportunities, and a required internship experience. The curriculum will also provide students with a solid preparation for credentialing examinations, such as the National Strength and Conditioning Association (NSCA) Certification Exam and the American College of Sports Medicine (ACSM) Health/Fitness Instructor Exam, as well as the Exercise Specialist Exam. These credentials increase career options for students with this degree.

For students wishing to attend graduate school, the curriculum is designed to meet the prerequisite requirements for many graduate programs within the state and surrounding areas. Elective courses have been carefully worked into the curriculum, allowing students to tailor their program to meet specific requirements for the graduate school/program of their choice.

Purpose of the Degree

With the growing concern over health and wellness in the United States, as well as Centers of Disease Control predictions related to obesity, cardiovascular disease, diabetes, cancer, etc., the job market in the health care industry, as well as preventative health care careers, has remained solid. In addition, graduates in this field often go on to pursue graduate degrees and entry-level clinical doctorates in some of the fastest-growing professional fields in Utah, as well as in the United States.

U.S. Bureau of Labor Statistics reports the following job projections for careers related to the proposed undergraduate degree program:

- Fitness Trainers and Instructors: Employment of fitness trainers and instructors is projected to grow 13 percent from 2012 to 2022, about as fast as the average for all occupations. As businesses, government, and insurance organizations continue to recognize the benefits of health and fitness

programs for their employees, incentives to join gyms or other types of health clubs are expected to increase the need for fitness trainers and instructors. http://www.bls.gov/ooh/personal-care-and-service/fitness-trainers-and-instructors.htm

- Athletic Trainers & Exercise Physiologists: Employment of athletic trainers and exercise physiologists is projected to grow 19 percent from 2012 to 2022, faster than the average for all occupations. As people become more aware of sports-related injuries at a young age, demand for athletic trainers is expected to increase, most significantly in colleges, universities, and youth leagues. http://www.bls.gov/ooh/healthcare/athletic-trainers-and-exercise-physiologists.htm

The U.S. Bureau of Labor Statistics reports the following job projections for careers requiring a master's degree or clinical doctorate in a field related to an exercise science undergraduate foundational degree program:

- Physical Therapists: Employment of physical therapists is projected to grow 36 percent from 2012 to 2022, much faster than the average for all occupations. Demand for physical therapy services will come from the aging baby boomers, who are staying active later in life. In addition, physical therapists will be needed to treat people with mobility issues stemming from chronic conditions, such as diabetes or obesity. http://www.bls.gov/ooh/healthcare/physical-therapists.htm
- Occupational Therapists: Employment of occupational therapists is projected to grow 29 percent from 2012 to 2022, much faster than the average for all occupations. Occupational therapy will continue to be an important part of treatment for people with various illnesses and disabilities, such as Alzheimer's disease, cerebral palsy, autism, or the loss of a limb. http://www.bls.gov/ooh/healthcare/occupational-therapists.htm
- Chiropractors: Employment of chiropractors is projected to grow 15 percent from 2012 to 2022, faster than the average for all occupations. People across all age groups are increasingly becoming interested in chiropractic care, because chiropractors use nonsurgical methods of treatment and do not prescribe drugs. http://www.bls.gov/ooh/healthcare/chiropractors.htm

Further, Southern Utah, especially the St. George area, has become a mecca for sport enthusiasts of all kinds, ranging from the Huntsman Senior Games to Ironman competitions. The popularity of fitness facilities and the Intermountain Health Live Well Program in St. George may be indicative of the interest of the community in matters of health, wellness, and physical performance. These facilities also present job opportunities for professions within the field of Exercise Science. Annual projected growth rate in Washington County for the areas of Healthcare Practitioners and Healthcare Support are both some of the highest in the county at 4% each. However, currently Dixie State students who are interested in Exercise Science or related fields must transfer to other institutions within, as well as outside of, Utah to pursue their degree. http://jobs.utah.gov/wi/pubs/outlooks/washington/index.html

The proposed degree in Exercise Science presents a unique contribution to the degree programs offered at Dixie State. The program will provide a STEM-based degree for entrance into graduate programs in health-related/clinical fields like cardiac rehabilitation, exercise physiology, and physical and occupational therapy, while preparing students for immediate credentialing by the American College of Sport Medicine (ACSM) and National Strength and Conditioning Association (NSCA) upon graduation with a bachelor's degree. This will allow them to pursue dreams of graduate school, as well as to get a job upon completion of their bachelor degree.

Institutional Readiness

The development of a degree program in Exercise Science has strong support from all levels of the DSU administration and faculty. The program will be located within the new Department of Health and Human Performance in the School of Health Sciences. One of the highest priorities of the DSU administration is the construction of a new building, currently referred to as the Human Performance Building. There is adequate space to support the new department, but it is anticipated the new department will eventually be housed in this Human Performance Building, along with many other campus priorities, as well as potential new and related academic programs. Although the current Physical Education, Health, and Recreation (PEHR) program currently has some basic lab equipment, the DSU faculty estimates that approximately $32,000 to $35,000 will be required for basic laboratory equipment for the initiation of the program.

Departmental Faculty

Department Faculty Category	Department Faculty Headcount – Prior to Program Implementation	Faculty Additions to Support Program	Department Faculty Headcount at Full Program Implementation
With Doctoral Degrees (Including MFA and other terminal degrees, as specified by the institution)			
Full-time Tenured	2	1	3
Full-time Non-Tenured	0	0	0
Part-time Tenured	0	0	0
Part-time Non-Tenured	0	0	0
With Master's Degrees			
Full-time Tenured	0	0	0
Full-time Non-Tenured	0	0	0
Part-time Tenured	0	0	0
Part-time Non-Tenured	2	2	4
With Bachelor's Degrees			
Full-time Tenured	1	0	1
Full-time Non-Tenured	0	0	0
Part-time Tenured	0	0	0
Part-time Non-Tenured	25	0	25
Other			
Full-time Tenured	0	0	0
Full-time Non-Tenured	0	0	0
Part-time Tenured	0	0	0
Part-time Non-Tenured	0	0	0
Total Headcount Faculty in the Department			
Full-time Tenured	3	1	4
Full-time Non-Tenured	0	0	0
Part-time Tenured	0	0	0
Part-time Non-Tenured	27	2	29
Total Department Faculty FTE *(As reported in the most recent A-1/S-11 Institutional Cost Study for "prior to program implementation" and using the A-1/S-11 Cost Study Definition for the projected "at full program implementation.")*	10.75	2	12.75

The DSU Department of Health and Human Performance currently has two full-time faculty members with doctoral degrees in the field of Exercise Science, two part-time faculty members with Exercise Science-related master's degrees, and one full-time tenured faculty member with a bachelor's degree (teaching primarily activity courses in the Physical Education program).The need for the addition of one full-time tenure-track doctoral faculty member, as well as two part-time faculty with master's degrees, is anticipated as the program develops. Accordingly, DSU anticipates adding one part-time faculty during the first year, with the full-time doctoral faculty and the second part-time faculty being added in the second year.

Staff

Secretarial staff is currently shared between Family and Consumer Sciences, Education, and PEHR. With the anticipated rapid growth of the proposed Exercise Science program, a secretary and an academic advisor will be needed. An individual serving at 0.5 workload for secretarial duties and 0.5 workload for advisement duties will be sufficient for the initiation of the program. DSU anticipates this individual will be hired within the first year.

Library and Information Resources

Basic materials are available in the Dixie State University Library, including over 110,000 print monographs, 240 print periodicals titles, 9,219 audio-visual materials, 69 CD-ROMs, and 10,524 microforms. In addition, from the library website, users can search the public access catalog; locate periodical indexes and databases; access direct links to online journals, magazines, and newspapers; and submit online request forms. Users requiring research assistance and reference support have several options, including email, chat, and telephone. In addition, the Library offers a wide range of services for the University's distance learners.

The Library subscribes to over 120 electronic databases, which supplement its print collection and offer convenient, uninterrupted, remote access to scholarly resources. Included are not only periodical articles, but also other text e-sources, 3-D imagery, audio streaming, and video streaming. From these databases, the Library has available over 108,000 full-text e-books and over 33,800 full-text periodical titles. All materials are available to all DSU faculty, staff, and students 24/7/365 via the library website, wherever they can find access to the internet.

The DSU Library subscribes to several health and human performance and exercise science-related databases and online journals:

- ScienceDirect Elsevier Science Journals: A database of over 2,500 journals and hundreds of books published by Elsevier, including high impact publications
- Pubmed journals: Comprises approximately 20 million citations for biomedical literature from MEDLINE, life science journals, and online books; PubMed citations and abstracts include the fields of medicine, nursing, dentistry, veterinary medicine, the health care system, and preclinical sciences. PubMed also provides access to additional relevant Web sites and links to the other NCBI molecular biology resources
- Web of Knowledge journals, including the Web of Science Core Collection, MEDLINE, and SciELO Citation Index: Consolidated searching of citation search engines and multidisciplinary listings of articles in 8,500 major scholarly journals; limited full text access; clusters results in subject areas and document types

- OvidSP journals: Provides indexes and backfiles for hundreds of clinical journals that cover a wide variety of health topics
- Health Source-Nursing/Academic Edition: This database provides nearly 550 scholarly full text journals focusing on many medical disciplines; also features the *Lexi-PAL Drug Guide,* which covers 1,300 generic drug patient education sheets with more than 4,700 brand names
- Health Source-Consumer Edition: A collection of consumer health information, providing information on many health topics including the medical sciences, food sciences and nutrition, childcare, sports medicine and general health; Health Source-Consumer Edition provides access to nearly 80 full text, consumer health magazines
- CINAHL with Full-text: Provides full-text articles from more than 600 journals related to nursing and allied health research; indexes over 3,000 journals
- Access Medicine (Harrison's Online): Authoritative online medical reference, especially useful for students in Allied Health Sciences
- Alt HealthWatch: A database providing indexing, abstracts and full text (selected) of articles in periodicals, journals, and other publications focused on alternative approaches to health and wellness from more than 180 international and often peer-reviewed journals, reports and proceedings
- An@tomy.tv: An interactive visual database that allows the user to explore human anatomy as overall structure and in depth; each section includes MRI views and provides content and quiz structure for individual study; there are anatomy sections for specific needs including dentistry and exercise
- ProQuest Nursing & Allied Health Source: This database provides full text journals, evidence based resources, and dissertations to support the study of the many aspects of nursing or the allied health professions including physical therapy, radiography, dietetics, dental hygiene, and the clinical laboratory sciences
- R2 Digital Library: Provides a selection of e-books focused on the health sciences
- Salem Health: Reference resource for psychology and health; provides access to *Cancer* and *Psychology & Mental Health*

In addition to these databases, the University subscribes to other interdisciplinary databases of direct pertinence to the Exercise Science program. They include:

- Academic Search Premier: A scholarly, multi-disciplinary, database; with full text coverage of 4,600 journals in a range of subjects
- EBSCO EJS: EBSCOhost Electronic Journals Service (EJS) is a gateway to thousands of e-journals
- Ebrary: A large e-book collection spanning all academic subject areas
- EBSCOhost eBook Collection: Provides online access to more than 3,500 academic books to browse or to read
- JSTOR: A scholarly journal archive that provides image and full text access to archival (more than 5 years old) scholarly journals in a wide variety of subject areas
- LexisNexis Academic: Indexing and full text documents for over 5600 news, business, legal, medical and reference publications with a variety of flexible search options
- Newspaper Source: Provides full text for more than 40 U.S. and international newspapers; the database also contains selective full text for 389 regional U.S. newspapers. In addition, full text television and radio news transcripts are also provided

- ProQuest Newsstand: Full-text of 300+ U.S. and international news sources. Includes coverage of 150+ major U.S. and international newspapers such as the *New York Times* and the *Wall Street Journal,* plus hundreds of other news sources and news wires
- PsycArticles: From the American Psychological Association (APA), is a definitive source of full-text, peer-reviewed scholarly and scientific articles in psychology; the database contains approximately 150,000 articles from over 70 journals published by the APA, and its imprint the Educational Publishing Foundation (EPF), and from allied organizations including the Canadian Psychology Association and Hogrefe Publishing Group
- PsycBooks: From the American Psychological Association (APA), is a database of over 30,000 chapters from nearly 2,000 books published by the APA and others; tt also includes close to 1,500 classic books of landmark historical impact in psychology dating from the 1600s and the exclusive electronic release of more than 1,500 authored entries from APA/Oxford University Press *Encyclopedia of Psychology*
- Psychology & Behavioral Sciences Collection: This database covers topics in emotional and behavioral characteristics, psychiatry & psychology, mental processes, anthropology, and observational & experimental methods; offers full text coverage for nearly 400 journals
- PsycINFO: This database is a resource for abstracts of scholarly journal articles, book chapters, books, and dissertations and is the largest resource devoted to peer-reviewed literature in behavioral science and mental health; it contains approximately 3 million citations and summaries dating as far back as the 1600s with DOIs for over 1.4 million records. Journal coverage, which spans from the 1800s to present, includes international material selected from around 2,400 periodicals in dozens of languages
- Sage eReference Encyclopedias and Handbooks: Offers access to selected reference encyclopedias and handbooks with coverage mostly in the areas of social sciences and health care
- Sage Journals Online: General purpose database for scholarly articles

Admission Requirements

The admission requirements for the degree in Exercise Science are established by the University standards. Prerequisites are set by different courses to ensure students are properly prepared for their coursework in specific courses. Students will need to maintain a cumulative 2.5 or higher GPA for graduation, with no D credit in the program classes.

Student Advisement

Consistent with University policies, an advisor familiar with the program, as well as careers in Exercise Science and related fields, will advise students about completion requirements, curriculum planning, and post-baccalaureate options. This will require the addition of a program-specific advisor.

Justification for Graduation Standards and Number of Credits

The graduation standards are consistent with other STEM-related degree programs at Dixie State and are required for external review and accreditation.

1. Completion of a minimum of 120 semester credits with a minimum of 53 upper-division credits.
2. Overall GPA of 2.5 or above, with a minimum of 2.0 in the major.
3. Residency hours – minimum of 30 credit hours through course attendance at DSU, with at least 15 credits earned in last 45 credits.
4. Completion of GE and specified department requirements.

5. A minimum of 69 credit hours must be in the major, with a minimum of 20 taken at DSU.
6. Complete all Exercise Science Core courses with a minimum of a C- or better.

External Review and Accreditation

In the preparation of this degree proposal, external review was sought and attained by an expert in the field. The reviewer – Nestor Sherman, EdD, FACSM – is a Texas A&M University System Regents Professor, a Fellow of the American College of Sports Medicine (ACSM), and a member of the Research Consortium of ACSM. He has worked as an exercise physiologist for a large multi-specialty cardiac clinic in Houston, Texas. Currently, he is a professor in the Department of Health & Kinesiology at Texas A&M University-Kingsville (an institution of similar size to Dixie State), where he serves as the Director of the Pre-Physical Therapy Program. The summary of his review included the following notable remarks:

- "With proper instruction, the proposed coursework should enable students to pass certification exams, which is necessary in the field of Exercise Science. Since there is no licensure in Exercise Science, reputable employers will demand quality certifications for any potential employee. Although there are many certifications in Exercise Science, your degree proposal has identified the well-respected certifications in a variety of areas (rehabilitation, personal training, fitness, strength & conditioning)."
- "The proposed curriculum and course map were provided to me and in my opinion the proposed curriculum has the academic rigor that would be expected for any student seeking admission to a physical therapy or occupational therapy professional program."
- "The proposed curriculum also contains some unique courses that may make graduates attractive in rehabilitative settings."

Dr. Sherman warned about the utilization of adjuncts or part-time faculty. He stated, "The proposal includes an increase in full-time faculty. Many universities have a difficult time covering certain Exercise Science courses with qualified part-time faculty. This will need to be closely monitored to ensure quality control. With increases in enrollment should also come increased need for full-time faculty."

Although only excerpts of Dr. Sherman's review have been provided for the purposes of this proposal, his full review is available upon request.

Once the program is established, the proposed degree is structured to meet most of the accrediting organizations' requirements and will seek accreditation from one of the following accrediting organizations: American Society of Exercise Physiologists (ASEP), American College of Sports Medicine, or Commission on Accreditation of Allied Health Education Programs (CAAHEP). The plan is to start the accreditation process within the first year and obtain the accreditation within three years.

Projected Program Enrollment and Graduates; Projected Departmental Faculty/Students

Data Category	Current – Prior to New Program Implementation	Projected Year 1	Projected Year 2	Projected Year 3	Projected Year 4	Projected Year 5
Data for Proposed Program						
Number of Graduates in Proposed Program	X	0	0	0	75	120

Total # of Declared Majors in Proposed Program	X	150	200	250	300	300
Departmental Data – For All Programs Within the Department						
Total Department Faculty FTE *(as reported in Faculty table above)*	10.75	11.25	12.75	12.75	12.75	12.75
Total Department Student FTE *(Based on Fall Third Week)*	87.86	140	160	180	200	210
Student FTE per Faculty FTE *(ratio of Total Department Faculty FTE and Total Department Student FTE above)*	8.17	12.44	12.55	14.12	15.69	16.47
Program accreditation-required ratio of Student FTE/Faculty FTE, if applicable: (Provide ratio here: NA)	NA	NA	NA	NA	NA	NA

Section III: Need

Program Need

Exercise Science is a rapidly growing field of study, with promising job potential, and a variety of career options. In addition, Exercise Science has become a popular and respected undergraduate degree for students seeking acceptance into graduate programs within the medical field. It is a very popular degree offered by many comprehensive regional universities, as well as each one of the USHE peer institutions. Currently, DSU has no degree program that compares to the proposed program. A degree in Exercise Science would attract a variety of students ranging from those wishing to procure a bachelor's degree for immediate employment as a coach, fitness trainer, community recreation leader, or fitness equipment sales representative, to students seeking a graduate degree for a profession in the medical field. The cutting-edge curriculum is designed to provide a skill set that optimizes the marketability of Dixie State Exercise Science graduates in the ever-competitive job market.

Labor Market Demand

A degree in Exercise Science prepares students for careers in health, fitness, athletics, and rehabilitation, leading to many career options. Students with a degree in Exercise Science from DSU will be prepared for positions with community programs, personal training, entry-level medical programs, corporate fitness/wellness facilities, sports management and marketing, and intercollegiate or professional sports teams. Students with this degree often work in community activity/fitness centers, health clubs, athletic fitness programs, YMCAs, hospitals, schools, and universities. Students with this degree are also prepared for employment in the sales or marketing division of exercise equipment manufacturers. Further, the

curriculum within the proposed program is designed to prepare students for the National Strength and Conditioning Association (NSCA) Certification Exam and the American College of Sports Medicine (ACSM) Health/Fitness Instructor Exam and Exercise Specialist Exam. These credentials increase career options for students with this degree. In addition, Exercise Science has become a fundamental field for students seeking acceptance into fields within the medical science profession, including physical therapy, occupational therapy, athletic training, and clinical exercise physiology. One of the FAQs for entrance into the Doctor of Physical Therapy program at the University of Utah is, "What is the best undergraduate major for students seeking admission to the program." The answer provided is, "A potential major that includes most of the prerequisite courses is either an Exercise Science or Exercise Physiology major."

The U.S. Bureau of Labor Statistics (http://www.bls.gov/) job projections for individuals with an education in Exercise Science are very positive. In most fields, overall employment growth is projected to be grow at a rate that is faster than the national average, or at least comparable with the national average.

- The overall employment of fitness trainers is expected to grow by 13% between 2012 and 2022, which is comparable to the national average of 11% for all occupations. As businesses, government, and insurance organizations continue to recognize the benefits of health and fitness programs for their employees, incentives to join gyms or other types of health clubs are expected to increase the need for fitness trainers and instructors.
- Recreation workers should see a growth of 14%, and nutritionists by 21%.The anticipated growth is due to aging populations and to an increased emphasis on fitness in society.
- Employment of exercise physiologists and athletic trainers is projected to grow 19 percent from 2012 to 2022, faster than the average for all occupations.
- There were about 225,700 coaches and scouts in 2008, and it is reported that the number of jobs is expected to grow much faster than the average for all occupations between 2008 and 2018.
- In addition, for students using the Exercise Science degree as a foundation for graduate work, the job market appears to be very healthy for students with master's and clinical doctoral degrees related to exercise science. The BLS projects an employment growth of 36 percent and 29 percent in the fields of physical therapy and occupational therapy, respectively. This growth is much faster than the average for all occupations.

Student Demand

Across the nation as well as across Utah, Exercise Science has become a very popular degree program. Each of Dixie's five peer institutions offers a similar program, and in each university the program is thriving.

Some examples:

- The University of Utah boasts 840 majors within the field, 795 of which have declared specifically an Exercise Science major.
- Weber State University has 795 declared majors within the field, 235 specifically within two fields very similar to the proposed DSU program.
- Southern Utah University recently reported its degree program has recently grown from 71 to 212 students within the past five years with the implementation of the Exercise Science degree.

As Dixie State grows as a university, the selection of new academic degree program offerings should be responsive to student interest, as well as current and future job market projections. The decision to develop

an Exercise Science degree was initially chosen in response to student and community interest in such a program. An Academic Program Demand Survey, completed in fall 2014, validated the interest of currently-enrolled Dixie State freshmen. Sixty percent of the students enrolled in the First Year Experience course for students with an undeclared major indicated that they would be interested in majoring in Exercise Science if the degree was offered at Dixie State. In addition, conversations with faculty who teach the current Exercise Science-related courses, as well as conversations with athletic coaches, indicate that many students, as well as student-athletes, transfer their junior year to pursue an Exercise Science degree at other institutions within the Utah, as well as out-of-state. The attrition rate of DSU student-athletes is now being actively tracked and monitored for a clearer picture.

This degree program is often very popular with student athletes who enter the program with an athletic skill set that augments their educational experience. DSU currently boasts 300 student athletes, for whom a degree program in Kinesiology, Physical Education, or Exercise Science is not currently available. It has been mentioned by many coaches and administrators that much of the student athlete early attrition experienced at DSU may be attributed to the lack of a degree program in an area of interest to many athletes. The two academic courses that are currently offered on a Fall and Spring semester basis at DSU, Exercise Science and Sport Performance and Behaviors, fill and are often wait-listed each semester.

In addition, this year the athletic department was proud to announce that DSU athletes have earned the highest GPA since becoming a member of the NCAA. DSU currently has 147 athletes who have the prestigious distinction of being named “scholar athletes” by the NCAA. The last review of GPAs among DSU athletes (Spring 2014) revealed that 188 student athletes (almost 63%) had GPAs of 3.0 or higher. It is important that the institution provide these student athlete-scholars with degree programs that interest them, so they can continue their education here at DSU and not have to transfer elsewhere to pursue their academics.

Finally, recruitment of students into the STEM fields is valuable to the local economy, as well as to the welfare of St. George, and an Exercise Science program at Dixie State would allow students to pursue a unique, highly marketable STEM-based degree while attending a local, open-access university.

Similar Programs

The following institutions offer similar degree programs; however, a review of the coursework requirements within the major for the DSU degree reveals a unique approach to the study of exercise science. In addition to the traditional foundational courses common to many exercise science programs (providing the pre-requisite courses for entrance into graduate programs), the DSU curriculum includes coursework requisite of a well-informed fitness and wellness specialist, providing students with the knowledge and skills to pass the credentialing exams for immediate employment as a nationally-certified Strength and Conditioning Coach through the NSCA and/or a certified Health/Fitness instructor through the ACSM. The curriculum includes many unique courses, often sought by wellness centers like the Intermountain Live Well program, optimizing students’ success in a competitive job market. A program at Dixie State would allow students to pursue a unique, highly-marketable degree while attending a local, open-access university.

- University of Utah
    - Exercise & Sport Science with emphases in Fitness & Wellness Specialist and Sport Pedagogy
    - Athletic Training Education Program (ATEP)

- Utah State University
    - BS in Human Movement with emphases in Pre-Physical Therapy and Exercise Science
- Southern Utah University
    - Exercise Science
    - Physical Education Teaching
- Utah Valley University
    - BA/BS in Exercise Science
    - BS in Physical Education Teacher Education
- Weber State University
    - Health Promotion
    - Physical Education

Collaboration with and Impact on Other USHE Institutions

In light of the rapid growth of Exercise Science at institutions across the state, impact on other state university programs is not anticipated. The demand of currently-enrolled DSU students presents enough interest to predict a popular program offering without drawing students from other regional institutions. Therefore, minimal impact is predicted regarding exercise science programs at other regional institutions. In addition, the DSU program will have a unique emphasis compared to nearby institutions. Finally, St. George offers numerous opportunities for internships, civic engagement, collaborative research, and employment. Because of these factors, collaboration with other Utah regional institutions presents exciting possibilities.

Benefits

The new Bachelor of Science degree in Exercise Science will provide USHE a new open-enrollment STEM-based program to offer local and regional students. In addition, Dixie State is now a regional university and, as such, has become more attractive to local and regional students, as well as students nationwide. The geographical, as well as cultural, atmosphere of St. George naturally attracts individuals who enjoy the outdoors, physical activity, and athletic competition. A degree program which focuses on health, wellness, and human performance is a natural fit for this growing institution.

Consistency with Institutional Mission

Dixie State is committed to prepare students for careers in high-demand areas in the state and region, and to prepare knowledgeable and competent students who can achieve their educational goals. A degree program in Exercise Science will provide regional and local students with another STEM-based option for careers in a job market that is currently thriving, with expected growth for years to come. In addition, curriculum and activities associated with this particular degree program naturally engage students with community activities and events, fostering civic engagement, including volunteerism, internship experiences, and collaborative research. These activities facilitate strong public relations with civic entities, local businesses, and schools in the public and private sector. These opportunities pose to highlight Dixie State's commitment to service, citizenship, and the community.

Section IV: Program and Student Assessment

Program Assessment

The goal of the Exercise Science program at Dixie State University is to provide student majors with a comprehensive understanding of factors associated with exercise, fitness, sport performance, and physical/mental health, as well as fitness/wellness facility management. This will be accomplished through a science-based undergraduate curriculum rooted in the STEM areas of anatomy, physiology, nutrition, psychology, biomechanics, motor learning and development, and measurement and evaluation.

Assessment strategies have been identified and incorporated into the program to ensure that the goal is met. These strategies will be applied annually as the program is implemented.

Seven Program Learning Outcomes (PLOs) have been identified. Graduates of this program will be able to:

I. Demonstrate foundational knowledge of the biological, physiological, psychological, and developmental factors associated with exercise, fitness, health, and skill acquisition.
II. Implement, conduct, and interpret fitness assessment protocols for healthy and at-risk populations that maximizes participants' safety and minimizes risk.
III. Determine and implement safe, effective, goal oriented exercise programs for healthy individuals, as well as for clinical populations with controlled conditions/diseases.
IV. Select and apply effective behavioral and motivational strategies for the optimization of student/client adoption and adherence to exercise programs, and maintenance of healthy lifestyle behaviors.
V. Create risk management guidelines, and an injury prevention program, for a health/fitness facility or organization.
VI. Market and manage a sport, exercise, or community recreation facility based on accepted legal guidelines, standards, and regulations, as well as demonstrate leadership and professionalism required by health/sport/recreation professionals.
VII. Optimize teaching and coaching methodology, focused on fitness and or skill development, for group fitness settings, athletic and recreational teams, as well as physical education classroom environments.

Student learning will be assessed at the program level using indirect and direct measures.

The *Indirect Measures* will include, but are not limited to:

1. Performance on national credentialing examinations including, but not limited to specific licensure through: The American College of Sports Medicine (ACSM); National Academy of Sports Medicine (NASM); National Strength and Conditioning Association (NSCA); National Council on Strength & Fitness (NCSF); American Council on Exercise (ACE)
2. Internship supervisor ratings of students' performance
3. Graduation exit surveys
4. Alumni surveys administered at one-, three-, and five-year anniversaries of graduation;
5. Job and graduate school placement rates
6. Programmatic retention/attrition rates

The *Direct Measures* will include, but are not limited to:

1. Course examinations and comprehensive final examinations provided in the courses within the major
2. Major Course Papers and Presentations
3. Projects and Assignments
4. Civic engagement experiences with specific learning outcomes
5. Internship performance(s)
6. Research projects

Expected Standards of Performance

The Exercise Science program will be assessed through rubrics designed to measure each of the stated learning outcomes. Courses that demonstrate rigor consistent with a "mastery" level for student development will be used for rubric data extraction. Two learning outcomes per year will be assessed, resulting in complete program assessment each four-year cycle.

The following scoring scheme indicates the level at which each PLO is presented in each course:

I = Introduction	PLOs are Introduces at the basic level
D = Developed	PLOs are Practiced, more sophisticated knowledge developed
M = Mastery	Work is appropriate for graduation from the program

Course Prefix & Number	Course Title	PLO I Foundational Knowledge	PLO II Health & Fitness Assessment	PLO III Exer. Prescript & Implementation	PLO IV Exer. Counsel & Behav. Strategies	PLO V Legal & Prof. Behavior	PLO VI Manag. of Sport & Exer. Facilities	PLO VII Teach. & Coach. Methodology
PEHR 1543	First Aid/Resp Emergencies	I / D	D			D		
PEHR 1020	Introduction to Exercise Science	I	I	I			I	
PEHR 2000	Foundational Anatomy & Phys.	I						
PEHR 2005	Founational Anatomy & Phy. - Lab	I / D						
PEHR 2100	Principles of Fitness and Lifestyle Management			I / D	I			
PEHR 2200	Nutrition for Sport and Exercise	I / D						

PEHR 2070 or 2080	Sprts Manag or Manag in Health Prom					I / D	D	
PEHR 3000	Psychophys. Of Fitness and Nutrition	D						
PEHR 3700	Physiology of Ex. & Human Perform.	D	I / D	D				
PEHR 3705	Physiology of Ex. & Human Perform. - Lab	D	D	D				
PEHR 3370	Exercise Testing & Prescription	D	D	D				
PEHR 3705	Exercise Testing & Prescrip - Lab	D	D	D				
PEHR 3750	Sport & Exercise Psychology	I / D			I / D			I
PEHR 3350	Mot Learning & Development	D	D					
PEHR 3400	Activity Programming for Spec Pops	D	D	D		D	D	I / D
PEHR 3500	Theories & Tech For Teaching Fitn & Mot Skills	D						D
PEHR 3730	Biomechanics	D	D					
PEHR 3800	Meas & Eval in Phys Exer & Sprts		D					
PEHR 4100	Physiology and Tech. of Strength & Power	D	D	D				
PEHR 4200	Healthy Aging	D						
PEHR 4230	Applied Fitness Development for Geriatric &	D		D	D	D	D	D

	At-Risk Populations							
PEHR 4400	Pediatric & Adol Fitness and Nutrition	D	D	D				
PEHR 4500	Motivation & Coaching	D			D			D
PEHR 4600	Theories of Behavioral Change				D			D
PEHR 4600	Exercise Science Internship	M	M	M	M	M	M	M
PEHR 4650	Capstone Experience	M	M	M	M	M	M	M

Section V: Finance

Department Budget

3-Year Budget Projection							
Departmental Data	Current Departmental Budget – Prior to New Program Implementation	Departmental Budget					
		Year 1		Year 2		Year 3	
		Addition to Budget	Total Budget	Addition to Budget	Total Budget	Addition to Budget	Total Budget
Personnel Expense							
Salaries and Wages	$244,950	$29,000	$273,950	$64,000	$337,950	$10,000	$347,950
Benefits	$89,719	$5,000	$94,719	$15,000	$109,719	$3,000	$112,719
Total Personnel Expense	$334,669	$34,000	$368,669	$79,000	$447,669	$13,000	$460,669
Non-Personnel Expense							
Travel	$0	$1,500	$1,500	$0	$1,500	$500	$2,000
Capital	$0	$0	$0	$2,500	$2,500	$2,500	$5,000
Library	$0	$0	$0	$0	$0	$0	$0
Current Expense	$16,556	$3,000	$19,556	$1,000	$20,556	$1,000	$21,556
Total Non-personnel Expense	$0	$4,500	$21,056	$3,500	$24,556	$4,000	$28,556
Total Expense	$351,225	$38,500	$389,725	$82,500	$472,225	$17,000	$489,225

(Personnel + Current)							
Departmental Funding							
Appropriated Fund	$340,212	$38,000	$378,212	$81,500	$459,712	$16,000	$475,712
Other:							
Special Legislative Appropriation	$0	$0	$0	$0	$0	$0	$0
Grants and Contracts	$0	$0	$0	$0	$0	$0	$0
Special Fees/Differential Tuition	$11,013	$500	$11,513	$1,000	$12,513	$1,000	$13,513
Total Revenue	$351,225	$38,500	$389,725	$82,500	$472,225	$17,000	$489,225
Difference							
Revenue – Expense	$0	$0	$0	$0	$0	$0	$0
Departmental Instructional Cost/Student Credit Hour* *(as reported in institutional Cost Study for "current" and using the same Cost Study Definition for "projected")*	$133		$93		$98		$91
** Projected Instructional Cost/Student Credit Hour data contained in this chart are to be used in the Third-Year Follow-Up Report and Cyclical Reviews required by R411.*							

Funding Sources

The funding for the proposed degrees will come from institutional funds, state allocations, and new tuition revenue. External funding sources will be vigorously pursued as conditions allow.

Reallocation

No current reallocation of program funds is planned.

Impact on Existing Budgets

There is no anticipation of other programs being significantly impacted by this new program.

Section VI: Program Curriculum

All Program Courses (with New Courses in Bold)

Course Prefix and Number	Title	Credit Hours
Required Courses		
General Education (Example Courses)		
CIS 1200	Computer Literacy	3
ENGL 1010	Introduction to Writing	3
BIOL 1010	General Biology	3
HIST 1700	American Civilization	3
MATH 1040	Introduction to Statistics	3
PSY 1010	General Psychology	3
CHEM 1110 & CHEM 1115	Elementary General/Organic Chemistry & Lab	5
PSY 1100	Human Dev. Through Lifespan	3
DANCE 2110	Introduction to Dance	3
ENGL 2010	Intermediate Writing	3
PHIL1250	Reasoning & Rational Decision-Making	3
SOC 1010	Introduction to Sociology	3
LIB 1000	Information Literacy	1
	Sub-Total	39
Required Courses		
PEHR 1300	Beg. Swimming	1
PEHR 1543	First Aid / Response to Emergencies	3
PEHR 1020	Introduction to Exercise Science	3
PEHR 2000 & 2005	Anatomy & Physiology for Ex. Sci. & Lab *(Can substitute BIOL 2320 or BIOL 2420)*	4-5
PEHR 2100	Principles of Fitness and Lifestyle Manag	3
PEHR 2200	Nutrition for Sport and Exercise	3
PEHR 2070 or PEHR 2080	Sports Manag or Manag in Exer & Health Prom	3
PEHR 3000	Psychophysiology of Fitness & Nutrition	3
PEHR 3700 & 3705	Phys of Exer. & Human Perform & Lab	4
PEHR 3370 & 3375	Exercise Testing & Prescription & Lab	4
PEHR 3750	Sport & Exercise Psychology	3
PEHR 3350	Motor Learning & Development	3
PEHR 3400	Activity Programming for Special Populations	3
PEHR 3500	Theories & Tech for Teach Fit & Motor Skills	3
PEHR 3730	Biomechanics	3

Course Prefix and Number	Title	Credit Hours
PEHR 3800	Meas. & Evaluation in Physical Exer & Sports	3
PEHR 4100	Physiology and Tech of Strength & Power	3
PEHR 4200	Healthy Aging	3
PEHR 4300	Clinical Ex. Phys.	3
PEHR 4230	Applied Fit. Dev. for Geriatric & At-Risk Pop.	3
PEHR 4400	Pediatric & Adolescent Fitness & Nutrition	3
PEHR 4500	Motivation & Coaching	3
PEHR 4600	Theories of Behavioral Change	3
PEHR 4700	Exercise Science Internship	3-5
	Sub-Total	73-76
Elective Courses (Examples of anticipated popular courses are provided below)		
DANCE 3510	Physics/Kinesiology of Dancers	2
PHYS 2010 & PHYS 2015	College Physics & Lab	5
HLOC 1000 or HLOC 1020	Medical Terminology or Intro to Sports Medicine	2-3
	Sub-Total	9-10
	Total Number of Credits	121-125

Program Schedule – Example

Freshman Year

Fall Semester

CIS 1200	Computer Literacy	3 *(GE -Comp Lit)*
ENGL 1010	Introduction to Writing	3 *(GE -English)*
PEHR 1020	Introduction to Ex. Science	3 *(Major Core)*
BIOL 1010	General Biology	3 *(GE -Life Science)*
PEHR 1300	Beginning Swimming	1 *(Major Core)*
LIB 1010	Information Literacy	1 (*GE – Inform Lit*)
Total Hours		14

Spring Semester

General Education	American Institutions (Choice)	3 *(GE -American Institutions)*
ENGL 2010	Interm Writing	3 *(GE -English)*
MATH 1040	Introduction to Statistics	3 *(GE -Math)*
PSY 1010	General Psychology	3 *(GE -Soc. & Behav. Sci.)*
CHEM 1110/1115	Chemistry / Lab	5 *(GE –Sci. with Lab)*
Total Hours		17

Sophomore Year

Fall Semester

PSY 1100	Human Dev. Through Lifespan	3 *(GE –Glob.& Cult. Pers.)*
PEHR 2000/2005	Anat & Phys for Ex. Sci. / Lab	4 *(Major Core)*
PEHR 2200	Nutrition for Sport & Exercise	3 *(Major Core)*
DANCE 2110	Introduction to Dance	3 *(GE -Fine Art)*
PEHR 1543	First Aid / Resp. Emergencies	3 (*Major Core*)
Total Hours		16

Spring Semester

PEHR 2100	Principles of Fit. & Lifestyle Man.	3 *(Major Core)*
PEHR 2080	Manag. In Ex. & Hlth. Prom.	3 *(Major Core)*
PEHR 3700/3705	Physiology of Exercise / Lab	4 *(Major Core)*
PEHR 3350	Motor Learning & Development	3 *(Major Core)*
PHIL 1250	Reasoning & Rational Decision-Making	3 *(GE -Lit/Hum)*
Total Hours		16

Junior Year

Fall Semester

PEHR 3370/3375	Ex. Testing & Presc. / Lab	4 *(Major Core)*
PEHR 3500	Theor. & Tech. of Teach. Fit./Mot. Skills	3 *(Major Core)*
PEHR 3000	Psychophysiology of Fit. & Nut.	3 *(Major Core)*
PEHR 3730	Biomechanics	3 *(Major Core)*
PEHR 3750	Sport & Ex. Psychology	3 *(Major Core)*
Total Hours		16

Spring Semester

PEHR 3800	Meas. & Eval. Phys. Ex. & Sport	3 *(Major Core)*
PEHR 4100	Physiol. & Tech. of Str. & Power	3 *(Major Core)*
PEHR 3400	Activity Programming for Spec. Pops.	3 *(Major Core)*
PHYS 2010/2015	College Physics & Lab	5 *(Elective)*
Total Hours		14

Senior Year

Fall Semester

PEHR 4400	Pediatric/Adolescent Fit. & Nut.	3 *(Major Core)*

SOC 1010	Global & Cultural Perspectives	3 *(GE –Glob & Cult. Pers.)*
PEHR 4500	Motivation & Coaching	3 *(Major Core)*
PEHR 4300	Clinical Exercise Physiology	3 *(Major Core)*
DANCE 3510	Physics/Kinesiology of Dancers	2 *(Elective)*
Total Hours		14

Spring Semester

PEHR 4600	Theories of Behavioral Change	3 *(Major Core)*
PEHR 4230	Applied Fit. Dev. for Ger. & At-Risk Pop.	3 *(Major Core)*
PEHR 4700	Internship	3 *(Major Core)*
PEHR 4200	Healthy Aging	3 *(Major Core)*
HLOC 1020	Intro to Sports Medicine	3 *(Elective)*
Total Hours		15

Grand Total Hours	122

Section VII: Faculty

Faculty currently teaching Exercise Science courses
in the Department of Health and Human Performance

Name: Dr. Susan Hart
Hire Date: July 2013
Status: Full-time
Degrees and Institutions • PhD, Kinesiology, Texas A&M University (1996) • MEd, Physical Education, Tarleton State University (1990) • BS, Psychology, Southwestern University (1984)
Rank and Tenure • Associate Professor, tenure-track • Department chair beginning July 2015
Subjects Taught • Sport & Exercise Psychology, Perceptual Motor Development, Lifespan Fitness and Nutrition, Adapted Physical Education, Motor Learning & Development, Biomechanics, Human Anatomy, Complex Psychomotor Skills for Children, Principles of Wellness & Fitness, Theory & Technique of Athletics, Contemporary Wellness, Lifespan Fitness & Human Performance, etc.
Professional Experience and Memberships (for complete list see vita on DSU website) • Professional License o Lifetime Teaching Certificate, State of Texas: Physical Education, Psychology, Math • Professional Experience o Taught for 5 years in the Texas public school system • University Faculty o Dixie State University: current position since 2013

        - Associate Professor, Physical Education, Health & Recreation (PEHR) program within the Department of Family and Consumer Sciences, College of Education
    - University of Texas at Brownsville: 2001-13
        - Associate Professor, Department of Health and Human Performance
    - New Mexico State University: 1998-2001
        - Assistant Professor, Department of Physical Education, Recreation, and Dance
    - Texas A&M University Kingsvile: 1995-97
        - Assistant Professor, Department of Health and Kinesiology
    - Texas A&M University College Station: 1991-95
        - Graduate Assistant
- University Coaching
    - Tarleton State University: 1988-89
        - Head Women's Volleyball Coach, named Texas Intercollegiate Athletic Association (TIAA) Coach of the Year
- Journal Articles
    - 20 Peer Reviewed Published Articles, 14 Published Research Abstracts
    - Research Articles have been published in the following Journals: *Journal of Orthopedic and Sport Physical Therapy; Applied Research in Coaching and Athletics Annual; Laterality; International Journal of Neuroscience; The Journal of General Psychology; Brain and Cognition; Journal of Genetic Psychology; Perceptual and Motor Skills; Cortex; JOPERD The Journal of Physical Education, Recreation & Dance; Strategies; Texas Association HPERD Journal*
    - Research Abstracts have been published primarily in: *Research Quarterly for Exercise and Sport (Supplement); Medicine and Science in Sports and Exercise (Supplement)*
- Presentations
    - Over 45 Peer Reviewed Professional Presentations at International, National, and State Conferences.
- Sample Honors & Awards
    - Named "Fellow" in the Research Consortium of the American Alliance of Health,
    - Physical Education, Recreation and Dance (AAHPERD)
    - Recipient of the Lolas Halverson Award for the Outstanding Young Investigator in Motor Development; award presented by the Motor Development Academy of the National Association for Sport and Physical Education (NASPE)

Name: Dr. Steve Bui
Hire Date: May 2015
Status: Full-time
Degrees and Institutions • PhD, Kinesiology/Exercise Physiology, Texas A&M University (2015) • MS, Nutrition, Kent State University (2008) • BS, Life Science, Kent State University
Rank and Tenure • Assistant Professor, tenure-track
Subjects Taught • Exercise Physiology, Anatomy & Physiology, Sports Nutrition, Scientific Inquiry of Health, Health & Fitness, etc.

Professional Experience

- Graduate Instructor at Texas A&M University
- Instructor at Blinn College
- Experience with many laboratory techniques, as well as research techniques
- Currently has12 data-based peer-reviewed publications.

Name: Luke Wilkins

Hire Date: September 2007

Status: Adjunct Instructor

Degrees and Institutions

- PhD candidate, Rocky Mountain University of Health Professions
- MS, Exercise Science /Sports Conditioning & Performance, Southern Utah University (2011)
- BS, Fitness & Wellness, Brigham Young University (2007)

Subjects Taught at DSU

- Fitness, cycling, and triathlon, and outdoor adventure courses in activity program
- Anticipate moving to academic courses as the program grows

Professional Experience

- Assistant Director, Department of Campus Recreation, Dixie State University: 2007-present
- Adjunct Faculty, Department of Physical Education Health and Recreation, Dixie State University: 2008-present
- Bio-Feedback/Stress Management Lab Technician, Brigham Young University: 2007
- Internship in Exercise and Fitness, Department of Campus Recreation, Dixie State University: 2006
- Fitness Instructor, Department of Campus Recreation, Dixie State College: 2002-2004

Name: Christian Hildebrandt

Hire Date: January 2004

Status: Adjunct Instructor

Degrees and Institutions

- PhD candidate, Rocky Mountain University of Health Professions
- MS, Sports Conditioning & Human Performance
- BS, Exercise Physiology, Arizona State University

Subjects Taught at DSU

- Fitness Center Course, Exercise Science, Anatomy (lecture & lab), Human Physiology (lecture & lab), Lifespan Fitness & Nutrition, Introduction to Rock Climbing

Professional Experience

- DSU Director of Campus Recreation: 2007-present
- DSU Fitness Center Director: 1995-present
- Tucson, AZ Accident Diagnostic Center, Manager of muscular rehabilitation clinic: 1993-95
- Tempe, AZ Western Reserve Athletic Club: 1990-93

Name: Mo Eckroth
Hire Date: August 2006
Status: Adjunct Instructor
Degree and Institution • MS, Sports Administration, University of New Mexico
Subjects Taught • First Year Experience (FYE) classes • Degree and position at DSU potentiates opportunities for Exercise Science student internship experiences
Professional Experience • DSU Senior Associate Athletic Director & Compliance Officer: current

Name: Derek Dawes
Status: Adjunct Instructor
Degree and Institution • MS, Sports & Athletic Administration, Gonzaga University
Rank and Tenure: N/A
Subjects Taught • Teaching in activity program • Anticipate moving him to academic courses (primarily Sports Management) as the program grows
Professional Experience and Memberships • DSU Assistant Athletic Director: current

Potential hire as adjunct instructor with a terminal degree (has expressed interest in being considered for course coverage as the program grows)

Name: Dr. James Manning
Degrees and Institutions • PhD, Exercise Physiology, University of Maryland • MS, Athletic Training, Indiana State University
Professional Experience • Recently retired from William Patterson University, served as coordinator of Exercise Science program and director of Human Performance Laboratory for over 30 years