**6. Action Plan**

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| **Specific area where improvement is needed** | **Evidence to support the recommended change** | **Person(s) responsible for implementing the change** | **Timeline for implementation** | **Resources needed** | **Assessment Plan** |
| Apply to become an NSCA Education Recognized Provider (ERP) institution | This would improve visibility of the strength and conditioning concentration by being posted on the NSCA website as a recognized program and students coming from a program with this credential would receive discounts on certification exams. Further, there are scholarships available only to students coming from ERP programs. | David Heikkinen | 2019-2020 | $500 for ERP application fee; $400 to renew after three years (NSCA accreditation will take the place of the ERP) | Attain ERP certificate by AY2020. |
| Apply for accreditation from the National Strength and Conditioning Association for our concentration in Strength and Conditioning | In the Summer of 2018, the National Strength & Conditioning Association (NSCA) released new criteria that will be implemented for those who wish to sit for the Certified Strength & Conditioning Specialist (CSCS) certification. By the target date of 2030, any individual who wishes to sit for the CSCS exam will need to have graduated from an accredited 4 year Strength & Conditioning program. Academic programs will able to apply for accreditation in the year 2022. | David Heikkinen, Jeff Godin | Apply for accreditation in AY2022; begin reviewing courses to ensure alignment with requirements for accreditation in AY2021 | TBD as the accreditation process is still being developed. Potential resources would be a one semester 3 credit APR to review curriculum for alignment with accreditation requirements and preparation of application; application/renewal fees | Attain accreditation from NSCA by AY2023 |
| Develop personal training centric curriculum and on-campus opportunities for students to develop the skills required to work in the commercial fitness industry. | One weakness from our previous program review was a lack of hands-on apprenticeship opportunities for students. While the strength and conditioning concentration was created with this intention in mind; we currently do not have a practical experience for personal training. This curriculum would address that weakness. Furthermore, there is demand from the campus community to have personal training services available. Preparing students to work with campus members would benefit our campus community as well. | Lindsay Parisi  Jessica Alsup  Dave Heikkinen  Jeff Godin | Gather data on related programs; AY2020  Implement program  AY2022 | 3-credit APR in AY2022 for the development/ implementation of curriculum. Depending on delivery method, may require additional resources (e.g., APR to oversee program if not included as part of load) | Program implemented by AY2022 |
| Establish the following: advisement tracks within the Clinical Exercise Physiology concentration: pre-physical therapy, pre-physician assistant, pre-athletic training | This would create a more visible route to pursuing PT and enhance recruitment of students who may overlook the EXSS program at FSU for institutions that have a program specifically called pre-PT. Additionally, this would create a clear pathway for completing prerequisite courses for students wanting to pursue graduate study in one of these fields upon completion of the bachelor’s degree. | Danielle Wigmore  Karen Keenan  Monica Maldari | Work with admissions/marketing to 1) identify these advisement tracks so that admissions staff can promote them on the road and 2) update website and recruitment materials to make these options more visible. Begin implementing changes in AY 2020 | TBD: an additional faculty member and funding for supplies and/or equipment may be warranted if new courses are added and/or if this change results in significant growth in enrollment. | Implemented by FA 2020 |
| Establish Health Science Advisor in EXSS | Many students in EXSS are interested in pursuing employment in the health sciences (e.g., physical therapy, occupational therapy, nursing, physician assistant). While academic advisors have knowledge of requirements for such graduate programs, a designated health science advisor could enhance students’ awareness of such requirements, as well as make connections with other health science advisors and faculty in related graduate programs and stay abreast of trends in the health sciences. This person can also collaborate on website design and marketing materials as well as collecting data on acceptance to graduate programs and employment in health-related fields. | Monica Maldari  Danielle Wigmore | Onboard Monica as health science advisor FA2019; website and recruitment materials development SP2020; database of student employment and graduate program admission by SP 2021 | APR for health science advisor to organize meetings, revise website, develop tracking system for graduates, develop articulation agreements; funding for membership in NAAHP/NEAHP and travel to conferences. | Track number of students graduating in each advisement track, as well as graduate school admissions and employment. |
| Develop system to track students who earn professional certifications and graduate degrees | Currently, we only have this information from students who have reached out to faculty to inform them. While we have questions pertaining to this on the alumni survey that was launched this year, we are only surveying students 5 years post-graduation. Further, response rate for surveys is low. | Danielle Wigmore, Monica Maldari (health science students)  All to contribute to gathering student data | Begin spring 2020 | None | Database implemented by spring 2021, updated annually |
| Develop new articulation agreements | Increasing number of students are interested in pursuing graduate programs in the health sciences and strength and conditioning | Danielle Wigmore  Monica Maldari  Karen Keenan | Begin exploring opportunities in FA2020 | APR for health science advisor (who will help with some of this work) | Approved articulation agreements with graduate programs |
| Revise EXSS major requirements | Our core curriculum should address biopsychosocial aspects of exercise (develop or identify course for this); review concentrations in light of new LA&S requirements and determine if modifications need to be made to accommodate new LA&S; identify courses for approval of new LA&S designations | All | Review EXSS curriculum and submit changes to AUC in AY2020  Identify EXSS courses to fulfill new LA&S requirements, beginning AY2020 | Potentially faculty to teach additional sections of courses. | Changes in EXSS major requirements in effect FA2020  Courses submitted for LA&S approval by FA2020 |
| Feasibility study for the development of a graduate program in Strength and Conditioning (3+2 or 4+1) | Though there is interest in growing the EXSS program through the addition of a graduate program, research must be conducted to determine the demand for such a program as well as the faculty, space, and equipment resources that would be needed | Jason Talanian  Dave Heikkinen  Jeff Godin  Danielle Wigmore | Feasibility study in AY2022; If graduate program is deemed viable, submit proposal to AUC in AY2024 | Additional lab space, additional faculty, specifics TBD | Proposal for graduate program, if deemed viable, by AY2024, with first class in AY2025. |
| Acquire equipment for teaching biomechanics/motor control lab: high speed motion analysis, electromyography (EMG), and force plate | The ability to perform motion analysis will enhance teaching in several EXSS courses as well as provide opportunities for research and coaching of athletes. | Tim Hilliard | Spring 2021 | $27,345 for motion analysis system; will need to price out EMG unit and force plate | N/A |
| Acquire additional space for lab/teaching | We have outgrown our existing lab spaces. The small lab in the Recreation Center serves multiple purposes (sports medicine class; labs in functional anatomy, cardiovascular physiology, and special populations), and it has become difficult to organize this space in a way to meet these varying needs. Classroom and office space in Landry Arena would facilitate teaching in the weight room and on the turf (where high speed cameras will be used) | TBD (will include department chair and those likely teaching sports medicine and biomechanics) | Begin discussions with Dean of Health and Natural Sciences, Provost, VP of Finance and Administration in fall 2020. | Lab space | New space by spring 2024 |
| Develop rotation for small equipment purchase to support the strength and conditioning practicums in Landry Arena weight room. | Items that receive heavy use need to be replaced frequently. We currently have no budget to purchase or replace equipment for the Landry Arena weight room. | Jeff Godin | Spring 2020 | Request $3000 increase to annual operating budget for purchase and replacement of small equipment. | Review equipment needs and purchases on an annual basis. |