

ACTION PLAN Table Format

PROGRAM NAME: Recreation, Parks, & Tourism Administration

PROGRAM REVIEW CYCLE: 2004-2006

ISSUES	RECOMMENDATIONS (if any)	PROPOSED ACTION	FALL 2007 STATUS
Issues Raised by Program:			
1) Inadequate faculty to student ratio – 5 year supervision trends, faculty covering overload without pay of approximately one full-time position annually	Reduction of supervisions to only those that constitute actual FTE workload	See 1) below	Faculty still often carrying supervision overloads, but increase in faculty has greatly improved the situation
Issues Raised by Reviewers:			
1) Faculty FTE resources allocated to the program is not acceptable for faculty to student ratio – creating faculty burnout and stress, five full-time faculty for program of 301 students is unreasonable	Additional faculty positions needed Positions should not rely on college-based fees	Request additional faculty positions from administration, create full-time position from 1/3 FERP that ends 05-06 – advertise position for fall 07 start date, stress need for additional tenure-track positions beyond this one position which is only a 2/3 increase FTEF	CAFES Dean provided additional funding to base budget. Full-time tenure track faculty member hired for fall 2007; base budget now allows for 5 faculty positions; still over-reliance on CBF - carrying one tenure track and one lecturer on CBF
2) Coordinator release time is inadequate for faculty member responsible for duties the same as most department chairs on campus	Additional coordinator release time	Increase coordinator release time from 20% to 33%	Coordinator release time remains at 33%
3) Lacking ethnic diversity among faculty	Establish relationships with Hayden schools in California	Continue widespread national faculty recruitments, develop plan to establish relationship with Hayden schools	Annual participation in CAFES Precollegiate Day with Hayden schools
4) Faculty advising load is heavy and is extremely time consuming contributing to faculty stressful situations		Continue annual advising survey, train full-time lecturer in advising, investigate implementation of peer advising program, see 1) above	Fall 2007 all five tenure-track faculty and two lecturers are doing academic advising. Ratio is now 1:43
5) Limited resources to support graduate program	Limit number of undergraduate concentrations and reevaluate	Limit number of graduate students accepted, develop plans to ensure	07-09 catalog revision of grad curriculum to include

	graduate program	graduation within two years of enrollment	two one-unit REC 581 seminars designed to aid in throughput; not more than 4-5 students have been accepted annually
6) One half-time office staff person cannot meet needs of program with 301 undergraduates and a graduate program		Request funding for full-time staff position	No progress in this area
7) Overall resources entirely deficient for the program	Program needs resources dept. status would provide - larger O&E allocation, administrator release time, autonomy within the college	Revisit potential department status with CAFES Dean	Summer 2007 hired consultants for capital campaign readiness assessment
University Issues:			
1) program-level learning outcomes, methods of assessment, & use of results to achieve program improvement	Assessment methods considered model for other programs on campus, continue to seek beneficial learning outcome assessments, set up timeline for future repeat assessments	05-06 assessment measures focusing on graduation rates and student success, develop 5-year plan for assessment by year	5-year plan developed. 06-07 assessment measured academic advising; students' values and ethics
2) strategic plan with clear mission	None – program mission coincides with University mission	Continue to update program mission and goals	Annually review and update
3) attn to graduation rates & student success (curriculum flowcharts, senior project procedures, change of major policies)	None – good graduation and retention rates; substantially exceeded NRPA accreditation standard for “written policies and procedures for admission, retention, and dismissal of students from the academic unit”	See 1) above	Faculty member Jeff Jacobs is First Year Experience Faculty Associate for Cal Poly. Implemented peer to peer mentoring program for major fall 2007
4) Total units at or as close as possible to 180	None – Currently 180 units		
5) Prep of students to be successful professionals, civic leaders, & informed citizens	None		
6) Appropriate engagement of faculty in research & professional development	None - Faculty are highly active in continuing professional development		