



UNIT REVIEW FOR CY 2012

Unit Name: Norton School of Family and Consumer Sciences

Unit Head: Stephen Russell

Date of review: March 12, 2013

Cooperative Extension System.

Total Extension FTE: 1.3 total (.7 state funded)

List Extension programs:

- Evaluating early intervention in high-risk families with toddlers (*Santa Cruz; Maricopa*)
- Strengthening families program (*Santa Cruz; Pinal*)
- Evaluation of Brain Builders for Life (*Santa Cruz; Pinal; Cochise; Maricopa; Coconino*)
- Early childhood signature program (*7 counties*)
- Arizona's Center for Research and Outreach – Supporting Military Families
- Military Family Support and Training System
- After school, program information, reflection, & education (ASPIRE) (*Maricopa*)
- CYFERNet Evaluation (*Cochise; Pima; campus*)
- Extension Evaluation Workgroup (*8 counties; campus*)
- Youth engagement, attitudes, and knowledge (YEAK)
- [First Things First \(M. Walsh\): >\\$250k CY12; Needs & Assets Reports](#) (*Colorado River, Hualapai, Gila River, Tohono O'odham, Navajo tribes; La Paz, Mojave; Yavapai; Santa Cruz; Maricopa Counties*)

Numbers of stakeholders impacted: A whole lot...

Social and economic impact of each program:

- Stakeholder education and awareness; increased family stability; enhanced child development outcomes; increased professional capacity for program quality and evaluation

Research.

Total Research FTE: 4.35 (state funded – additional .60 funded by School)

Number of peer-reviewed publications in the unit **(38)** and per faculty FTE **(8)**

Number of proposals submitted to federal agencies CY12: **14**

- Administration for Children and Families
- National Institutes of Health
- National Science Foundation
- US Dept of Agriculture
- US Dept of Education
- US Dept of Justice

Number of successful proposals and list of agencies funding these CY12: 20

- Administration for Children and Families; American Cancer Society; Gay-Straight Alliance Network; Maryland State Department of Education; National 4-H Council; National Center for Complementary and Alternative Medicine; New York University; San Francisco State University Foundation; Society for Research in Child Development; Take Charge America, Incorporated; United States Department of Agriculture; University of California, Davis

Number of commercial contracts and list of companies: 0

Intellectual property data: NONE

Total research expenditures for **FY12**:

\$3,386,431 Sponsored Fed/Non-Fed (\$684k/research FTE)

Academic Programs**A. Instruction**

1. Total Teaching FTE: 11.86 (+5.39 funded by School)

2. Total student credit hours taught by department towards CALS degrees:

13,996 (Fall/Spring 2012)

3. 6-year graduation rate [Fall 2006 IPEDS Cohort Group]:

54.8% (FSHD=62.5%; RCSC=46.2%)

4. Freshman retention rate for each degree [for freshman entering Fall 2010]:

FSHD=82.6% (1st Year); 60.8% (2nd Year)

RCSC=83.8% (1st Year); 78.4% (2nd Year)

Academic Programs (Continued)

A. Instruction

5. List Masters degrees and numbers of graduate students in each degree:
N/A

6. List Doctoral degrees and numbers of graduate students in each degree:

Fall 2012: FCSC=36 (FSHD =26; RCSC=10)

7. List Undergraduate majors and option, and give numbers of students in each option [Fall 2012]:

*FSHD Pre-major=345
FSHD Major=283
FSHD 2+2 Distance Degree Option=14
RCSC Pre-major=229
RCSC Major=134*

Academic Programs (Continued):

B. Winter/Summer Program

Revenue generated:
Total: \$539,467
CALs: \$157,127
Norton: \$382,339

Summer/Winter 2012 Enrollments						
Term	Subject	Cat #	Section	Course	Total Enroll	
Summer 2012	FCSC	120	001	Microcomputing Aplcns	2	
		150B1	001	Money, Consumers & the Family	188	
		201	002	Introduction to Statistics	34	
		202	002	Intro to Research Methods	38	
		215	001	Intro to Fashion Retailing	36	
		225	001	Starting a Fashion Business	37	
		301	001	Applying Critical Thinking	9	
		302	001	Fam+Consmr Prsnl Finance	67	
		596Z	001	Smmr Fam Econ+Fin Educ	3	
		596Z	002	Smmr Fam Econ+Fin Educ	1	
	Total FCSC					415
	FSHD	117	001	Lifespan Human Developmnt	99	
		200	031	Evolution+Human Developm	6	
		237	001	Close Relationships	34	
		257	001	Dynamics Of FamRelation	57	
		323	031	Infancy/Child Developmnt	18	
		347	001	Neuroethics	8	
		377	001	Adolescence	26	
		401	001	Basic Skills-Counseling	20	
		405	001	Theories Of Counseling	36	
413		001	Issues In Aging	41		
447C		001	Biosocial Development	18		
450		031	Human Sexuality+Relation	43		
492		046	Directed Research	1		
493E-SA		002	Externship in FSHD	8		
494	020	Practicum	25			
Total FSHD					440	
RCSC	150B1	001	Cnsmr Envrmnt Sustbl Consmpt	14		
	204	001	Consumer, Fashion+Economy	101		
	293	013	Internship	8		
	393	002	Internship	26		
	493B	002	Retail+Consumer Sciences	60		
Total RCSC					209	
Winter 2012	FCSC	150B1	001	Money, Consumers & the Family	38	
		302	001	Fam+Consmr Prsnl Finance	59	
	FSHD	117	001	Lifespan Human Developmnt	35	
	RCSC	204	001	Consumer, Fashion+Economy	38	
Total Winter					170	

Academic Programs (Continued):

C. Outreach College or Alternative Programs

1. List certificate programs, study abroad, executive and continuing education and/or other programs offered through Outreach College and define the goals of the various programs:
 - a) **Terry J. Lundgren Center for Retailing Certificate:** *The goal of this program is to help students focus their RCSC elective coursework and internship and provide a useful way to market the retailing major. The Lundgren Center awards Certificates of Completion to those students pursuing one of five tracks: E-commerce and Retail Technology; Financial Services; Strategy and Planning; Promotion and Product Development; Sales and Distribution*
 - b) **UA-Yuma 2+2 FSHD Distance Degree Option:** *Goal: accessible, affordable academic program targeting place-bound students with an AA degree who wish to complete their bachelor's degree at a distance. Provide students with basic knowledge and skills needed to work with children, youth, adults, and families in community settings. This pilot program (in collaboration with Arizona Western College in Yuma, AZ) is structured as a second (distance) option within the current UA FSHD major for main-campus residential students.*
 - c) **Primate Studies Field School in Rwanda – Study Abroad:** *This is a 4-week, 6-credit summer study abroad program offered for the first time in Summer 2012. The goal of the field course is to provide students an opportunity to learn field methods for behavioral and ecological data collection while following and observing monkey and ape species in the wild. The course “promotes a strong interdisciplinary and comparative approach to primate social behavior, family systems, ecology, and conservation, combining perspectives from evolutionary biology, psychology, anthropology, and human development.”*

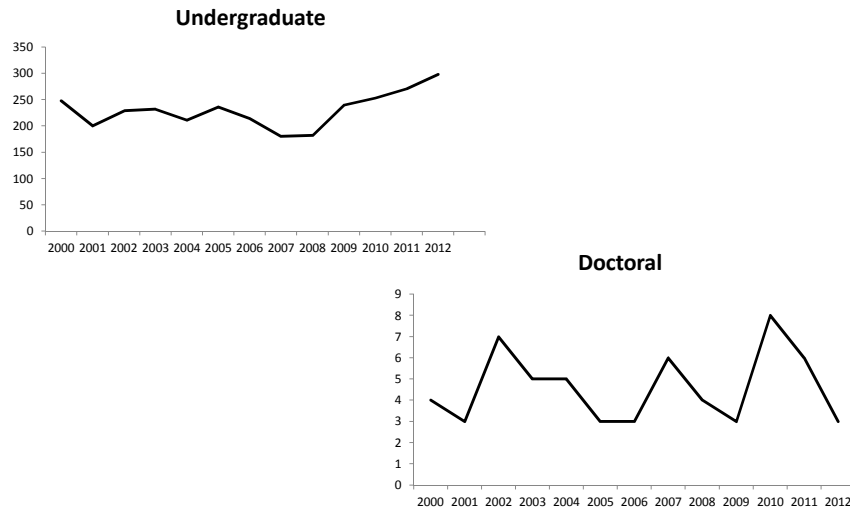
C. Outreach College or Alternative Programs

2. List courses offered through Outreach College, current enrollments, and anticipated enrollments

SFCS Outreach Courses: Current and Anticipated Enrollment, 2012-2014							
Term	Subject	Catalog #	Section	Course	Current Enrollment	Anticipated Enrollment	
Spring 2012	FCSC	1979-CC	701	College Career Planning		1	
		150B1	910	Money, Consumers & the Family		18	
		902	791	Fam+Consmr Prsnl Finance		83	
		902	910	Fam+Consmr Prsnl Finance		10	
		411B	910	Modern US Military Family		2	
		427C	791	Pblms Chld/Adol Dev+Rel		14	
		427C	910	Pblms Chld/Adol Dev+Rel		9	
		FSHD	417	910	Lifespan Human Developmnt		24
			427	910	Close Relationships		5
			984	901	Leader/Ethics/Prof Pract		6
	447A	910	Sociocult Cntrct Of Dev		10		
Summer 2012	FCSC	596Z	901	Smmr Fam Econ+Fin Educ		3	
		596Z	902	Smmr Fam Econ+Fin Educ		1	
		150B1	910	Money, Consumers & the Family		3	
Fall 2012	FCSC	902	791	Fam+Consmr Prsnl Finance		74	
		902	910	Fam+Consmr Prsnl Finance		3	
		477	791	Work with Adolescents		10	
		477	910	Work with Adolescents		11	
		488	791	Mths Std Child+Adlsc		11	
		488	910	Mths Std Child+Adlsc		14	
		577	910	Working with Adolescents		2	
		FSHD	197A	901	Intro to Fam Studies & Hum Dev		5
			487	901	Adv Fam Relations		14
			902	791	Fam+Consmr Prsnl Finance		77
Spring 2013	FCSC	418	791	Program Evaluation		29	
		418	910	Program Evaluation		13	
		493	901	Internship		6	
		496C	791	Program Design		23	
		496C	910	Program Design		13	
		518	910	Program Evaluation		1	
		FSHD	401	901	Basic Skills in Counseling		3
			427A	910	Prbls in Adult Dev+Relations		7
Fall 2013	FCSC	902	791	Fam+Consmr Prsnl Finance		(80)	
		902	910	Fam+Consmr Prsnl Finance		(20)	
	FSHD	197A	901	Intro to Fam Studies & Hum Dev		(10)	
		323	791	Infancy/Child Developmnt		(20)	
		323	910	Infancy/Child Developmnt		(20)	
		413	901	Issues in Aging		(20)	
RCSC	150B2	910	Money, Consumers & the Family		(10)		
Spring 2014	FCSC	902	791	Fam+Consmr Prsnl Finance		(80)	
		902	910	Fam+Consmr Prsnl Finance		(20)	
		427C	791	Pblms Chld/Adol Dev+Rel		(20)	
		427C	910	Pblms Chld/Adol Dev+Rel		(20)	
	FSHD	984	901	Leader/Ethics/Prof Pract		(10)	
		447A	910	Sociocult Cntrct Of Dev		(20)	
		493	901	Internship		(10)	

Academic Programs (Continued):

D. Graphical representations of numbers of undergraduate and doctoral degrees conferred per year since 2000:



Academic Programs (Continued):

F. List courses that will not be taught or will be eliminated as a result of insufficient faculty for instruction and the name and rank of the last instructor for the course.

1. RCSC 150B1 – Consumers Environment Sustainable Consumption (Anita Bhappu, Assoc. Prof.)
 - New CESI INDV; was to be taught by Gretchen Nurse Rainbolt; taught by Dr. Bhappu on temporary basis in AY 2012-13. Not scheduled to be offered in AY 2013-14.
2. RCSC 330 – Food retailing Principles (Gretchen Nurse Rainbolt, Asst. Prof.)
 - Not currently being offered
3. RCSC 350 – Supply Chain Management (Randolph Accetta, Lecturer)
 - Originally taught by Ying Huang (Asst. Prof.) with plans of making a core requirement to be offered twice a year. Tentatively planned for spring 2014 (to be taught by Scott Hessell) but future offerings uncertain.
4. RCSC 360 – E-Commerce (Randolph Accetta, Lecturer)
 - Not scheduled to be offered after spring 2013
5. FCSC 411A/411B – Modern U.S. Military Families (Pamela Payne, Lecturer/Coordinator)
 - Not scheduled to be offered

Academic Programs (Continued):

G. Number of undergraduate students* in the unit involved in

1. research experiences =**50 (FSHD)**
2. extension experiences =**3 (enrolled in independent study projects with extension faculty)**
3. Internships=**81 (FSHD); 55 (RCSC)**

*Based on students enrolled for academic credit in CY 2012. We do not have accurate data on students involved in non-credit research, extension, or internship experiences.

Academic Programs (Continued):

H. List all additional anticipated changes, deletions or additions in your unit's academic programs, majors or courses:

Undergraduate Program:

1. New courses:
 - FSHD 496B – Sexual Identity Over the Lifespan (beginning Summer 2013)
 - FSHD 496Z – Topics in FSHD (beginning Fall 2013)
2. Additional sections:
 - Second section of FSHD 197A (Introduction to FSHD) in spring 2013 and one new summer section beginning in 2014

[Also see section J below.]

Graduate Program:

1. Continue suspension of admissions to the RCSC doctoral program for AY 2013-14
2. Continue to offer integrated FSHD 507A/507B as a two-semester sequence
3. Eliminate 1-unit FSHD 696Z(1) first-year seminar and replace with non-credit workshops.
4. Increase 2-unit FSHD 696Z(2) second-year seminar to 3 units.

Academic Programs (Continued):

I. Describe how these changes support your unit's strategic plans:

Undergraduate Program:

1. New courses:
 - The addition of FSHD 496B supports the FSHD strategic goal of providing students with educational experiences that contribute to their effectiveness in working with families from diverse backgrounds (FSHD 2010-14 Strategic Plan, Undergraduate Program, Section II)
 - The addition of the FSHD 496Z seminar will enhance the student learning experience by providing an opportunity to pursue more specialized coursework in a smaller class that maximizes faculty-student interaction and mentoring. Seminars are planned to include experiential learning opportunities in community-based research and outreach and working with children/youth. (FSHD FY2010-14 Strategic Plan, Undergraduate Program, Section II.1)
2. Additional sections:
 - We are adding sections of FSHD 197A to accommodate increased enrollments in the pre-major and to facilitate timely progress toward completion of pre-major requirements (FSHD FY2010-14 Strategic Plan, Undergraduate Program, Section III).

Academic Programs (Continued):

I. Describe how these changes support your unit's strategic plans:

Graduate Program:

1. This action was taken in support of Goal 3, Strategy B1 of the Norton School 2021 Strategic Plan; efforts to restructure the RCSC graduate program to increase its viability are ongoing.
2. The integration of what used to be two separate methods courses (FSHD 507A/B) enhances student opportunities for hands-on experience in designing and conducting a study of their own and training in the multi-method capabilities offered by the Lang Lab. This change supports the FSHD strategic plan to increase methodological and statistics training of graduate students (FSHD FY2010-14 Strategic Plan, Graduate Program, Section II.3)
- 3-4. The re-structuring of the 696Z seminar sequence is designed to give more formal course credit for the second-year seminar which focuses on professional skills development (consistent with the FSHD FY2010-14 Strategic Plan, Graduate Program, Section II.1).

Academic Programs (Continued):

J. New academic programs, efforts planned with Outreach College, certificate programs or new online courses or degrees, or new courses planned for Winter or Summer Sessions and how these changes support your strategic plans.

Distance Programs/certificates/degrees:

1. Continue UA-Yuma FSHD Distance Degree Program option (offered on pilot basis in AY 2011-12 and 2012-13)
 - o Partner with UA South to offer minor coursework in human services for UA-Yuma distance degree students
2. Explore partnership with First Things First to provide early childhood 2+2, undergraduate certificate, and/or Master's degree
3. Explore opportunities for 2+2 transfer and distance programs with community colleges

* Proposed minor in Consumers & Environmental Sustainability (CESI) – summer online; General challenge with capacity / will in RCSC to move forward with online; minor

Academic Programs (Continued):

J. New academic programs, efforts planned with Outreach College, certificate programs or new online courses or degrees, or new courses planned for Winter or Summer Sessions and how these changes support your strategic plans.

Online/Summer Courses:

1. Offer online section of FSHD 150B1 (Men, Fatherhood, and Families) in Summer 2014
2. FSHD 496B (Sexual Identity Over the Lifespan) – New online course to be offered beginning in summer 2013
3. Explore possible online offering of RCSC 214 (Introduction to Retailing)
4. Offer online section of FCSC 301 (Applying Critical Thinking to Discourse) beginning in summer I 2013
5. Add live summer section of FSHD 197A (Introduction to FSHD) beginning in summer 2014
 - o Plan for possible online offering in Summer 2015

Links to strategic plans:

The above activities support the Norton School's FY2010-14 strategic plan (Section III.3a-c) to expand our online degree offerings, to continue to use "a variety of online delivery methods to meet the needs of emerging constituencies," and to "collaborate within and outside the School to create an innovative curriculum."

Academic Programs (Continued):

K.

SFCS Graduate Student Funding						
Student Name	Funding Sources					
	Unsupported	TA Funds (Source)	Grad Fellowship	Sponsored Research	Program / Training Grant	Other
Family Studies & Human Development						
Anton, Trin		2062700		X		
Bosch, Leslie A				X		
Cabeza De Baca, Tomas		2062700				Endowment
Casper, Deborah M			X	X		
Corkery, Shannon A		2062700	X			
Dixon, Ashley L		2062700				FCS
Erickson, Daniel H		2062700				
Gonzalez, Henry						NSF
Janssen, Clemens Herbert Walter						Start-up
Jordan, Ashley C				X		Endowment
Kelly, Morgan Erika		2062700		X		
Li, Gu		2062700		X		Endowment
Meter, Diana Jill			X			NSF
Mortensen, Jennifer Ann		2062700				Endowment
Munley, Jennifer W				X		
Muraco, Joel A		2062700	X			Endowment
Parikh, Chandni						FCS
Paschall, Katherine Wendy				X		FCS
Politt, Amanda Marie				X		
Post, Jessica H		2062700		X		
Ramirez, Alyssa		2062700		X		
Reed, Rebecca G			X	X		FCS
Valencia, Ceina Irineia			X			
Van Campen, Kalli S		2062700				
Watson, Ryan						NSF
Wiggs, Christine B				X		
Retailing and Consumer Sciences						
Ahn, Sun Y		2062700	X			
Andrews, Jennifer G			X			
Choi, Laee		2062700		X		
Kuo, Ya-Hui		X				
Lawry, Charles A			X			TJLC
Ligon, Victoria Kathleen		2062700				Endowment
Mills, Sylvia Graciela		2062700				Endowment
Shifren, Rena	X					
Stovall, George			X			Endowment
Subramaniam, Brintha		2062700				

Academic Programs (Continued):

L. List the top 5 employers of your graduates:

Recent data from the U.S. Department of Labor, Bureau of Labor Statistics (2011) suggests that students who graduate with B.S. degrees in Norton School disciplines are qualified to pursue a number of occupations related to the fields of Retailing and Consumer Sciences (N=36) and Family Studies and Human Development (N=78) [See <http://cals.arizona.edu/fcs/fcs-economic-impact> for details.] For FSHD majors, some career paths require additional graduate training (e.g., counseling, social work).

At this time, we do not have accurate data on employment of our RCSC and FSHD majors following graduation. Although, we regularly collect information on post-graduation plans as part of our graduating senior surveys, the timing of this data collection (at time of the senior degree check) is such that many students have not yet confirmed their job/graduate school plans when they complete the survey. Resources permitting, a future goal would be to conduct a formal survey of our alumni to obtain more accurate and complete data on employment of our Norton School graduates.

Describe company, corporation or industry interactions your unit has had this past year including advisory boards, individual faculty/industry research projects, and classroom or curricular participation. (New 2012 partners in blue)

Take Charge America Institute: Take Charge America; Wells Fargo; Hughes Federal Credit Union; Morgan Stanley Smith Barney; [Merrill Lynch](#)

Terry J. Lundgren Center for Retailing: Acento; Altria; AT&T; [AVNET](#); Bridgestone Retail Operations; [Caruso Affiliated](#); Collective Brands; Deloitte; Dicks; Enterprise Holdings; Gordon Brothers Group; Gallo; Home Depot; International Council of Shopping Centers; JCP; Kohl's; Macy's; National Retail Federation; Nestle Purina; [Ignite / Nike](#); PetSmart; [Planalytics](#); SAP; Supima; Strategic Mindshare; Target; [Tucson Hispanic Chamber of Commerce](#); TJX; Metropolitan Tucson Convention and Visitor's Bureau; UA Bookstores; Wallgreens; WalMart; Wells Fargo; [Zale Corporation](#)

Curricular Participation:

- PetSmart University - 30 students for product life cycle tour at HQ
- Brand U – personal branding 3 evening workshop series
- Global Retailing Conference
- Multiple in-class presentations by TJLC partner organizations

Research Project:

- DemandWare – Digital Divas research project (Anita Bhappu; Charles Lawry)

List faculty awards/recognitions:

Lynne Borden:

- 2012 Honorary Alumnus Award – UA Alumni Association
- 2012 Outstanding Engagement Award – Board of Human Sciences, APLU

Melissa Curran:

- CALS Shirley O'Brien Diversity Award

Sherry Lotz:

- Faculty Achievement Award for Excellence in Teaching

Stephen Russell:

- Fabulous Faculty Recognition Award (UA LGBTQ Affairs)
- Article chosen as 1 of 6 "SAMHSA Mental Health and Substance Abuse Data and Educational Resources" (US Dept Health & Human Services)

Angela Taylor:

- CALS Administrator of the Year, 2011-2012

Allison Ewing:

- *UA Program for Excellence Professional Academic Advisor Award*

Joel Muraco:

- *GPSC Outstanding Teaching Assistant Award*

Rebecca Reed:

- *CALS Meritorious Graduate Teaching Award*

What are your planned responses to the implementation of performance-based funding:

TEACHING:

1. Faculty losses in CY12:
 - 2 RCSC assistant professors (Huang; Nurse); 1 FSHD professor (Russell) reassigned – net loss of ~8-10 courses / AY
 - School bears cost of instruction replacement:
 - Courses taught spring 2013 by state-funded faculty: FCSC 1 / 17; FSHD 9 / 26; RCSC 11 / 19
 - Without faculty or instruction replacement we will need to cut budget related to instruction → student services personnel (advising; student support services; internship coordination); implications for morale and leadership
2. We've made reassignments (2 faculty to 100% teaching)
3. RCM?
 - RCSC needs to reach enrollment cap
 - FSHD could cut numbers in major / courses required for degree
4. For both majors – post-graduation tracking is a priority to understand placement

RESEARCH:

- We do very well (on average) with extremely limited infrastructure...
- Endowed chair / named professorships must be allocated to support resource generation

Alumni and Development history and plan for CY13:

Ongoing success and support:

- Building campaign – ongoing
- Legacy Campaign – \$1million Norton match (to date: \$752k; \$280k CY12)

Plans for CY13:

- Fundraising for Norton Director search
- Several major requests in progress
- Regular SFCS Alumni Council events (1 / semester)
- Regional Norton alumni events (Austin, April 2013)
- Connecting with prospective new donors (Wise Guise)

Review your unit's organizational structure, including your unit's business office structure:

- This year we eliminated chairs for the 2 divisions
- Appointed an Assistant Director for student services (Angela Taylor)
- Three directors: Frances McClelland Institute; Take Charge America Institute; Terry J. Lundgren Center
- Administration: One Program Coordinator; one Administrative Assistant
 - All at School level; None at division levels
- IT: One IT Support Analyst; one Systems Administrator
- Business: One Business Manager Senior; one Accountant Associate; one 20 hour/ week student assistant
 - Total number of Norton personnel: 107 (and 36 undergrad employees)
 - Total non-foundation expenses FY12: \$8.48 million
 - Foundation expenses FY12: \$2.82
 - 290 accounts; 4051 financial transactions

Unit or college or university or other issues, concerns, and trends that you consider important over the next 5 years:

UA: New strategic plan is encouraging, and we are well-positioned:

- Engaging
- Innovating
- Partnering

CALS:

- School of Animal & Comparative Biomedical Sciences
- HODS/FCG Leadership
- Potential unit collaboration

Norton School:

- Director search
- FSHD – significant opportunity, especially in health sciences
- RCSC –
 - Potential for collaboration (Race Track Industry; AREC)
 - Culture and research capacity / future