

Professor Nicholas Rule
Vice-Provost Academic Programs
University of Toronto
65 St. George Street, Room 106.
Toronto, Ontario, M5S 2E5

November 5th, 2025

Re: Interim Monitoring Report to the External Reviewers' Report, Faculty of Kinesiology & Physical Education

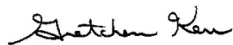
Dear Professor Rule,

This letter constitutes the interim report to the external review report for the Faculty of Kinesiology & Physical Education dated 13 December 2019. Please find attached, responses to the specific recommendations posed by the reviewers.

We look forward to the upcoming UTQAPS process and trust that this interim progress report will assist in informing that review process.

Please let me know if any additional information is needed at this time.

Sincerely,



Gretchen Kerr, PhD
Professor and Dean

Enclosure: 1

**Interim Monitoring Report to the External Reviewers' Report,
Faculty of Kinesiology & Physical Education**

Undergraduate Program Recommendations

- **Admission requirements: Consider shifting the timing of applications for combined B.Kin./M.T. to year 3 of the B.Kin.**

Status: Implemented.

- **Curriculum and Program Delivery: Make Outdoor Projects (ODP) optional in year 1 and develop an on-campus alternative to build cohesion and comradery; remove Outdoor Projects for years 2 and 3**

Status: The Faculty has removed the Outdoor Projects from the degree requirements across all years of the undergraduate program. Related content has been embedded in some upper year elective academic courses and clearly tied to academic content. To replace the community building aspect of the first-year Outdoor Project, a student-led, Faculty supported, on-campus program, entitled KINections has been implemented.

- **Consider embedding first-aid qualification within an existing, credit-bearing class**

Status: In progress.

- **Develop certificates/specializations to provide students with guidance and improved structure in years 3 and 4**

Status: Implemented. Since the external review, we have developed seven certificates:

- [Certificate in Clinical Movement Sciences](#)
- [Certificate in Fundamental Sciences and Research](#)
- [Certificate in Global Kinesiology & Physical Education](#)
- [Certificate in Mental Health and Physical Activity](#)
- [Certificate in Physical Activity Instruction](#)
- [Certificate in Social and Environmental Justice](#)
- [Certificate in Sport Sciences](#)

- **Highlight and expand research experience opportunities for students and increase participation through initiatives such as expanding laboratory space, allowing year 3 students to enrol in 400-level research courses, improving transition between year 1 and year 2 statistics and research methods courses, adding a formal laboratory internship to build research skills, and targeting teaching-stem faculty to support undergraduate research experiences in collaboration with the co-curricular program**

Status: Implemented. A new course, KPE 399H has been introduced in the third year to provide students with research experience while bridging the second year research

methods courses with senior level directed and independent research courses. The course description for KPE 399H is as follows:

This upper-year undergraduate course offers hands-on opportunities for students to develop transferable research skills and competencies related to the field of Kinesiology and Physical Education. As part of our research inquiry series, this course builds on aspects of foundational knowledge pertaining to research inquiry and methodological approaches, incorporating ethical considerations, data management, and both professional and collaborative research skills. Students will actively engage in research practices for 50 hours under the supervision of a faculty member, gaining practical experience and insights. Students will meet regularly for lectures/tutorials with assessments including some combination of assignments, presentations and examinations, designed to integrate theoretical with practical research skills development.

- **Accessibility and diversity: Track broad indicators of student diversity and continue evaluating recruitment efforts to support diverse applicant pool**

Status: Ongoing. The “tracking” recommended by the reviewers has recently been introduced by the University of Toronto central student recruitment office and through the Student Equity Census Dashboard, Office of the Vice-Provost, Students. The standing committees of the KPE Faculty Council are each tasked with initiating, planning, and reporting to Council about how the work of their committee will advance accessibility and diversity. In response to a 2021 mandate from the Vice-President, People, Equity, Strategy, and Culture that all academic divisions hire a Director of Equity, Diversity and Inclusion, KPE hired this Director in 2023. The EDI Director leads initiatives that engage and advance inclusive leadership and participation and supports KPE students, faculty, staff and alumni to embed and sustain the principles of transformative inclusivity into all our spaces, operations and educational, physical activity and sport programs. The Director also reinforces supports to meet the legislative responsibilities to the Ontario Human Rights Code, Bill 166 and AODA to foster healthy and respectful learning and working environments. Efforts to engage the EDI Director in recruitment efforts to support diverse applicant pool is in progress.

- **Assessment of learning: Consider adding a culminating experience (e.g. research project, internship, international experience)**

Status: Implemented.

- **Quality indicators – undergraduate students: Monitor student survey scores to ensure that student engagement and satisfaction concerns do not affect student recruitment**

Status: Ongoing. KPE application numbers have been increasing progressively year-over-year, as has the number of applicants with high GPAs. In recent years, the rate of conversion of admitted applicants to students has increased leading to enrolment above targets.

- **Student funding: Seek greater advancement efforts to increase student financial support; convert existing student employment to paid internships**

Status: Ongoing. Fund-raising to increase student financial support remains a high priority and an increase in staffing in the advancement area has been devoted to this priority, resulting in positive outcomes. Converting student employment to paid internships is complex in light of collective bargaining and employment law frameworks, but leveraging the myriad student employment opportunities associated with the Faculty's sport and recreational programs is being considered.

Graduate Program Recommendations

- **Overall quality: Consider extent to which the 'Exercise Science' branding and the absence of an M.A. program may limit applications from students interested in the fields of cultural studies or sport policy**

Status: The KPE Faculty Council approved a motion to change the graduate department name from "Graduate Department of Exercise Science" to "Graduate Department of Kinesiology," effective 01 September 2020. Similarly, the KPE Faculty Council approved changing the doctoral stream masters and PhD program from Exercise Science to Kinesiology. Implementation of a MA degree occurred in 2022.

- **Consider offering a direct entry Ph.D. program**

Status: Completed

- **Curriculum and program delivery: Ensure commitment to M.P.K. programme with continuing faculty appointments; ensure continued involvement of appropriate tenure stream faculty members**

Status: In response to changes in the field of kinesiology, changes in graduate education more broadly, and the declining enrolment in the MPK program, the Faculty has ceased admissions to this program. A more fulsome explanation is provided later in this document.

- **Student engagement, experience and program support services: Leverage research centres for graduate recruitment and intra/inter-faculty collaboration**

Status: Ongoing. Research "centers" led by KPE faculty members are already promoted in our graduate student recruitment activities, and the recent addition of the Tanenbaum Institute of Science in Sport has led to significant student and research interest and many new inter-faculty collaborations.

- **Quality indicators – graduate students: Increase recruitment efforts for M.P.K. program to meet longer-term goal of 150-200 applicants and 44-46 entrants per year**

Status: In response to changes in the field of kinesiology, and changes in the educational needs of graduate students, the MPK program has been replaced with two course-based master's programs, as of fall 2024: Masters in Sport Science and Coaching; and Masters in Kinesiology.

- **Student funding: Reconsider funding packages to insure they are competitive with internal comparators; consider a mandatory faculty contribution from post-tenure faculty members**

Status: Ongoing. The Faculty has significantly decreased the percentage of operating funds used to support graduate students since 2019, due largely to faculty member contributions to student funding packages, increase in the number of internal awards, and higher success rates in external awards. The funding landscape at the University of Toronto changed in 2024 with mandatory PhD guaranteed funding minimum of 40k for the incoming 2024 cohort and current PhD students. With this new funding requirement, we are currently in discussions about faculty member contributions to student funding packages.

Faculty / Research Recommendations

- **Research: Continue with Dean's seed funding in support of tri-council (or equivalent) grant applications. Continue to increase tri-council participation rates to match University of Toronto average**

Status: Implemented. The internal grant program has continued to encourage continued growth in tri-council participation rates. The significant growth of the highly productive KPE tenure stream professoriate in recent years, including a Tier 1 CRC, a Tier 2 CRC, and an endowed Tanenbaum Chair in Sport Science, Data Modelling and Sports Analytics, has contributed to increased tri-council participation and success rates.

- **Faculty: Formalize mentorship strategies to ensure pre-tenure faculty support, research success, and career advancement**

Status: Ongoing. Upon hiring, each new faculty member is assigned a formal mentor, typically a senior member of the Faculty. Additionally, the Dean and Vice-Dean play mentor roles in terms of assisting with teaching effectiveness, tenure and promotion process, and career development.

- **Faculty: Increase the diversity of the full professor rank with promotion of existing junior faculty members**

Status: Implemented. Since the last review, 7 faculty members have been promoted to Full Professor status.

- **Continue to support pre-tenure hires by using operating funds to support graduate students rather than requiring a faculty contribution**

Status: Implemented

- **Provide additional research support and consider increasing teaching load for tenure-stream faculty members who are not research active**

Status: In Progress

- **Consider cluster hires or joint appointments to address diversity issues and build innovative research programs with other faculties**

Status: The joint appointments with other Faculties to address diversity issues has not occurred to-date. The establishment of the Tanenbaum Institute for Science in Sport has fueled research partnerships with the Faculty of Medicine, Sinai Health, and researchers from within and outside of U of T. Additional collaborative research programs are being contemplated through EDUs.

- **Consider additional faculty hires to improve and expand programs and lower student faculty ratios**

Status: Additional faculty have been hired but our enrolment has also increased resulting in no change to our student faculty ratios

Administration Recommendations

- **Relationships: Consider collaborations with other U of T divisions to develop new programs (e.g., a joint undergraduate degree program with Public Health or a program in Sports Policy/Management at UTM or UTSC)**

Status: In Progress

- **Raise student awareness of international opportunities and consider ways to increase participation with incentives such as financial support**

Status: Implemented.

- **Monitor metrics and consider strategies for improving faculty, staff and student satisfaction; particularly for faculty and staff workloads and work-life balance, and student interactions with faculty**

Status: Ongoing

- **Continue and expand community outreach programmes**

Status: Ongoing

- **Organizational and financial structure: Continue with Associate Dean Research position and consider a formal association with the Vice-Dean Academic, to enhance undergraduate and graduate research opportunities**

Status: Ongoing

- **Continued growth will require a significant increase in teaching and research space. Continue to transition to shared lab space from individual lab model where appropriate**

Status: Ongoing

- **Review reporting structure for CAO's portfolio to ensure appropriate levels of service and accountability to both academic and co-curricular leadership**

Status: Ongoing. The new structure implemented in 2024 to bring co-curricular programmes under academic leadership has highlighted a focus on service delivery and accountability.

- **Long-range planning and overall assessment: Continue trajectory toward the modern health-focused Faculty of Kinesiology; consider removing “Physical Education” from the Faculty name and better communicating the specific areas of research and educational excellence**

Status: This recommendation was not supported by the Faculty’s leadership at the time of the review and continues to be rejected.

- **Increase recruitment of international students and under-represented groups (e.g. Black and Indigenous high-school students) for undergraduate and graduate programs**

Status: Ongoing. Significant progress has been made in increasing our intake of international students and Black and Indigenous students. Specific recruitment plans and admissions scholarships have been implemented for these purposes with positive outcomes.

- **Consider developing other professional programs once M.P.K. has been established and has reached target enrolment numbers**

Status: In fall of 2024, two new course-based Master’s programs were implemented: The Masters of Sport Science and Coaching, and the Masters of Kinesiology.

- **Pursue additional revenue-generating opportunities, e.g., renting sports facilities to outside agencies**

Status: Ongoing

- **Fund-raising efforts should focus on student awards and other student support as well as capital funding of building projects**

Status: Ongoing

Co-curricular Programs Recommendations

- **Convert unpaid positions for student workers within co-curricular programs to paid internships, to increase opportunities for financial support**

Status: There are academic, employment law, and collective agreements that limit the realization of this recommendation. However, the Faculty is committed to advancing diverse opportunities for KPE student experience, including student employment (casual or work-study), course-based experiential education (in-field learning, student research, international experience), as well as connecting students with employment opportunities beyond the U of T that are aligned with their area(s) of study.

- **Make better use of co-curricular programs for developing undergraduate and graduate student research skills**

Status: In progress. The 2024 re-organization to bring the co-curricular programs under academic leadership has set the foundation for realizing this recommendation.

- **Reconsider the reporting structure of Chief Administrative Officer and the staff support units with respect to the role of the Executive Director of Sport and Recreation**

Status: As the position of Executive Director of Sport and Recreation has been eliminated from the organizational structure, this recommendation is no longer relevant.

- **Determine the utility and viability of KPE's integrated model prior to the change in decanal leadership**

Status: When I began my term as Dean in 2021, I was given a mandate by the Provost to strengthen the integrated Faculty. To realize this goal, the sport and recreation programs are now overseen by academic leadership, thus aligning these important learning opportunities with the educational mission of the university. This structure will further enable research-education-practice connections in the pursuit of our mission *to develop, advance and disseminate knowledge about physical activity, health, and their interactions through education, research, leadership, and the provision of opportunity.*

END OF REPORT