

# Family and Consumer Sciences CREDENTIALING CENTER

ASSESSING AND RECOGNIZING EXCELLENCE SINCE 1971

April 24, 2020



Dr. Heidi M. Anderson, President  
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Dr. Moses Thairu Kairo, Dean  
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Dr. Grace W. Namwamba, Chair  
Department of Human Ecology  
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Dear Dr. Anderson, Dr. Thairu Kairo, and Dr. Namwamba:



In its April 23, 2020 meeting, the Council for Accreditation of the American Association of Family and Consumer Sciences voted to grant accreditation to the Department of Human Ecology at the University of Maryland Eastern Shore. This action followed careful review and consideration of the Self-Study Report, the report of the site visit team, and the institution's response to the site visit report.



The Council for Accreditation commends the Family and Consumer Sciences faculty members for providing high quality Family and Consumer Sciences programs. The following strengths are particularly noteworthy:



1. The Chair of the Department of Human Ecology is a highly skilled and effective leader who is empowered to make decisions for the Unit and has the respect of the University administrators, faculty members, students, alumni, employers of graduates, and other academic units across campus.
2. The Unit faculty members are commended for preparing students who are very satisfied with their degree, who succeed in getting jobs they desire, and who are successful in their pursuits of advanced degrees and certifications.
3. The Unit Chair and faculty members develop working relationships with students that encourage, nurture, mentor, and hold them accountable to standards of excellence.
4. The Unit incorporates technology for student learning (i.e., electronic portfolios, online courses) and through the Computer Aided Design laboratory, the 3-D body scanner, and the textile printing laboratory and other renovations in Henson Hall, home of the Department of Human Ecology.



5. Students articulate and embrace the Family and Consumer Sciences Body of Knowledge. There is student recognition of efforts to integrate the Family and Consumer Sciences Body of Knowledge with courses and experiences specific to the student's concentration.
6. Employers endorse the desirability of hiring the Unit's graduates in the workplace, reflecting the sound knowledge base and professionalism of the graduates.
7. The Unit is to be commended for developing and maintaining articulation agreements, including two 2+2 agreements with local community colleges and for the reverse articulation agreement with the Fashion Institute of Technology.
8. The Unit is commended for developing written policies and procedures for faculty and student use during the Unit Chair's tenure at the University (i.e., *Academic Advising Handbook, Policies and Procedures Manual, Student Handbook*).

The Council for Accreditation makes the following recommendations to strengthen compliance with accreditation standards and to assist in further enhancement of the Department of Human Ecology:

1. Define priorities of the Unit by developing and assessing measurable goals and objectives. [Criterion 1.2(4)]
2. Develop and implement a plan that involves program constituent groups in the assessment and planning processes of the Unit (i.e., institutional administrators, faculty, advisory council members, students, community partners, etc.). [Criterion (1.2(5)]
3. Determine methods by which the Unit's goals will be assessed, use the results of the findings to formulate goals for the next year, and improve the system of evaluation. [Criterion (1.2(6)]
4. Make certain that the demands of overseeing the Unit are recognized in relation to the total load of the Unit Chair and that sufficient time is allocated to accomplish administrative functions essential to support the mission and goals of the Unit. [Criterion (1.4(3)]
5. Create and at least annually update the public reporting of reliable Department of Human Ecology aggregated student achievement/performance data and other outcome measures. Ensure that the data are no more than two clicks from the Unit homepage. Criteria (2.2(1); 2.2(3)]
6. Review and update with all faculty members, the core courses, curriculum goals, and student learning outcomes. Determine which course(s), curriculum goals, and student learning outcomes will demonstrate the Family and Consumer Sciences Body of Knowledge (i.e., core concepts, integrative elements, and cross-cutting themes). Provide evidence documenting decisions and actions regarding the core, associated assessment data gathered on a continuing basis, and evidence of actions taken to "close the loop". [Criteria (2.2(2); 2.2(3)]

7. Assess the Unit's online courses with an appropriate assessment measure and use the results to make improvements. [Criteria (2.4(2); 2.4(4))]
8. Continue to develop outcome measures by which the Unit assesses the success of its research, scholarly, creative, and outreach activities and diversity. [Criteria (3.1(2); 4.1(9); 4.3(7))]
9. Continue to work with University administrators to fill open faculty positions with qualified individuals.
  - Seek to hire faculty with at least one degree in a Family and Consumer Sciences-related area to ensure a similar philosophical base;
  - When hiring faculty without Family and Consumer Sciences-related background, consider offering Family and Consumer Sciences Body of Knowledge webinars and conference attendance to Maryland Association of Family and Consumer Sciences and the American Association of Family and Consumer Sciences;
  - Develop a cadre of adjuncts to assist with workload issues; and
  - Review the teaching and workload of each faculty member and distribute it among faculty members more equitably, when possible. [Criteria (4.1(1); 4.1(5); 4.2(2); 4.3(1))]
10. Develop and implement targeted student recruiting efforts for each Unit concentration in concert with the Admissions Office and other partners such as student ambassadors, alumni, FCCLA, 4-H, and state FCS affiliates. [Criteria (4.3(1); 4.4(1))]

Actions taken in response to these recommendations are to be described in the Unit's first interim report which shall be submitted in year three (2024) of accreditation. You will receive notification of the specific date the report will be due for consideration in the Council for Accreditation's subsequent meeting.

Accreditation is granted by the Council for Accreditation for a period of ten years. Any extension and/or provisional accreditation periods are counted as part of the ten-year period. Therefore, this accreditation expires Spring 2030. The next Self-Study Report will be due February 1, 2029.

When accreditation is granted, the Unit is eligible to use the AAFCS Seal of Accreditation. This seal indicates that the Unit has been found to meet or exceed stated criteria and can be used in all communications, both print and electronic. You will be sent an electronic file containing the seal graphic with protocol-for-use.

Members of the Council for Accreditation join us in congratulating you and the faculty on the quality of programs offered by the Department of Human Ecology at the University of Maryland Eastern Shore. This comes with our good wishes for continued success.

With best wishes,



Ani Yazedjian, Ph.D.  
Chair – Council for Accreditation



Lori Myers, Ph.D., CFCS  
Senior Director: Credentialing,  
Education & Research