

Online Assessment Tracking Database

Sam Houston State University (SHSU)
2014 - 2015

Agricultural Sciences And Engineering Technology, Department Of

Goal	Professional Development Of Faculty 🔑 The department will require faculty to participate in professional development activities.
Objective (P)	Participation In Professional Development 🔑 Department faculty will engage in research projects that generate professional research papers acceptable at local, regional, and national conferences.
KPI Performance Indicator	Faculty Evaluation System (FES) 🔑 The FES will document the presentation of faculty professional research papers at local, regional, and national conferences. Participation at 2 professional meetings and publication of a minimal of 2 peer reviewed manuscripts/abstracts/presentations will be expected.
Result	Achievement 🔑 Only 65% of the faculty successfully met or exceed the goal of 2 peer reviewed scholarly achievements.
Action	Monitoring Achievements 🔑 Scholarly achievement is being monitored via quarterly reports to the chair outlining scholarly achievement. The department had 2 new faculty that were not fully established in research agendas. Goal will remain at the standard expectation.

Goal	Provide Effective Communication With Internal And External Constituencies 🔑 The department will insure that appropriate communication channels are maintained with the College of Sciences Office, upper administration, current students, prospective students, and other external constituencies.
Objective (P)	Communication Of Department Activities 🔑 Department will communicate mission and goals to administration, alumni and friends.
KPI Performance Indicator	Submission Of Department Master Plan 🔑 The completed Department Master Plan and satellite facility development at Gibbs Ranch will be used in the department's capital campaign. Completion and implementation of the marketing plan will document success.
Result	Marketing And Strategic Plan 🔑 Ongoing, construction began for Pirkle Center, Equine Center entered marketing phase with consultant hired.

**KPI
Performance
Indicator****Agricultural Department Donations Database 🔑**

The database will document donations and giving to the department for scholarships, facilities, classroom development, etc. Facility donations are to achieve 50% of construction costs.

Donation goals:

Arena Complex: \$10 Million,

Plant Science Field Lab: \$3.6 Million,

Endowments/Scholarships: \$100,000;

Student and Faculty Enrichment to Department: \$200,000

Pirkle Center Classroom Naming Rights and Endowments: \$150,000

Result**Gifts Received 🔑**

Donations:

Arena Complex: \$0

Plant Science Field Lab: \$0,

Endowments/Scholarships: \$35,000;

Student and Faculty Enrichment to Department: \$296,107

Pirkle Center Classroom Naming Rights and Endowments: \$305,000

**KPI
Performance
Indicator****Students Recruited 🔑**

The Department, with assistance from Ag Ambassadors, faculty, and visitor center, will be active in recruiting students, with desires to achieve enrollment increase of 2%.

Result**Enrollment/Recruitment 🔑**

Department grew 3.76% this academic year with the graduate enrollment growing 54.2%.

The Ag Ambassadors and department faculty and staff actively participated at the Saturday@Sam. Likewise, was active at many youth events for recruiting purposes. Visited 30 schools interacted with over 4550 students

Department Chair recruited for the graduate program at the VATAT Professional Conference, TCAAA Conference, and TOFCA.

Department hosted ExCEL @ Sam and invited 150 high school students to campus.

Recruitment booths were available at State and National FFA Conventions, Houston, San Antonio, Fort Worth, State Fair of Texas Livestock Shows and Department Career Day.

Action**Outreach Activity 🔑**

The department met or exceed several goals. Activities will continue to enhance capital improvements.

Goal	Provide Appropriate Personnel Resources For The Unit 🔑 The department will assess the personnel (staff and faculty) needs of the unit on an annual basis. Annual funding requests will reflect these needs and hiring decisions will be based on these needs. The department office will provide appropriate resources and encourage faculty and staff to participate in development opportunities.
Objective (P)	Increase FTE's And Staff Positions In The Department 🔑 Our objective is to increase the number of tenure-track positions and support staff in the department.
KPI Performance Indicator	Increase In FTE's 🔑 An increase of one full FTE's will indicate success. Approval of additional staff position for office will be a primary goal.
Result	Staff And Faculty 🔑 Support staff position for administrative office was approved, however, had to be locally funded. Position was filled. 1 Temporary professional position was filled to replace a resigned faculty position. Department funded 2 new Graduate Assistantship position with local funds. Faculty FTEs increases were not provided to the department.
Action	Workload Assessment 🔑 Enrollment data, work load, SCH generation, and etc. will continue to be used to illustrate the need for more FTEs in specific academic programs. Likewise, administrative load will be used to justify an additional support staff position.

Previous Cycle's "Plan for Continuous Improvement"

Those faculty not fulfilling the scholarly achievements for the academic year will be mentored by the department chair and goals will be set for the following evaluation period. Merit and market adjustments will be used to encourage these goals and give to those that achieve or exceed expectations of department. All faculty will be notified that the department will support requests for travel and participation at professional meetings and professional development.

Student recruitment efforts will continue to be driving force for undergraduate enrollment, however, ag ambassador funding will be cut for next fiscal year. This initiative will continue but funding will hinder efforts toward enrollment increases. Department will continue to encourage faculty and student participation at all possible venues that allowed for recruitment of students.

FTE allocation increases to the department will be a primary focus for academic goals. 3 FTE for the ITEC program was requested along with 1 Equine Science and 1 AET. Additional staff positions will be requested for the main office, horticulture center, and Harrell AET Center.

Department goal will be to continue its marketing plan for room naming opportunities in the Pirkle Center. Once the Equine Center is complete with program the same will begin for this facility. Plant Science Field Lab is ongoing. These efforts will be in coordination with University Advancement and the Marketing Department.

Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.

Young faculty and personal issues prevent from scholarly achievements to be obtained by the department. Chair along with senior faculty will continue to mentor junior faculty for excellence.

Recruitment has been successful and will continue.

FTE and capital improvement are ongoing.

Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.

Faculty mentoring of junior faculty and new hires will be critical.

Ambassadors and faculty will continue to provide service and recruitment efforts for graduate and under graduate enrollment.

Chair will continue to request new FTEs for a growing department.

Outreach and department capital growth is an ongoing effort.

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