

Agricultural Sciences and Engineering Technology, Department of

Professional Development Of Faculty

Goal Description:

The department will require faculty to participate in professional development activities. These activities will be monitored by membership in professional organizations, attending professional meetings, seminars and workshops, and participation in oral and poster presentations or panel discussions. RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Participation In Professional Development

Performance Objective Description:

Department faculty will engage in research projects that generate professional research papers acceptable at local, regional, and national conferences.

RELATED ITEM LEVEL 2

Faculty Evaluation System (FES)

KPI Description:

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.

Results Description:

88% of the faculty met or exceed the goal to attend at least 2 professional meetings. Two faculty fell short of the goal and attended on 1 professional meeting, both of these faculty had only been on staff for only 4 months.

82% of the faculty met or exceed the goal to document at least 2 peer-reviewed presentations or manuscripts. 2 faculty (employed only 4 months) failed to achieve the goal while 2 faculty only had 1 peer-reviewed document.

RELATED ITEM LEVEL 3

Faculty Scholarly Success

Action Description:

Scholarly achievement will continue using quarterly reports to monitored scholarly achievement. Goal will remain at the standard expectation.

Provide Appropriate Personnel Resources For The Unit

Goal Description:

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.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Increase FTE's And Staff Positions In The Department

Performance Objective Description:

Objective is to increase the number of tenure-track positions and support staff in the department.

RELATED ITEM LEVEL 2

Increase In FTE's

KPI Description:

An increase of one full FTE's will indicate success. Approval of additional staff position for office will be a primary goal.

Results Description:

All open FTEs were filled. Three new FTEs were awarded to the Engineering Technology Program, 2 of the positions have been filled with September start dates, 1 is still open for a Spring, 2017 start date.

RELATED ITEM LEVEL 3

FTEs and Faculty Workload

Action Description:

Enrollment data, faculty workload, SCH generation, and etc. will continue to be used to illustrate the need for more FTEs in specific academic programs, ANSC, AGBU and ACOM. Likewise, administrative workload will continue to be used to justify an additional support staff positions for labs and facilities.

Provide Effective Communication With Internal And External Constituencies

Goal Description:

The department will ensure that appropriate communication channels are maintained with the College of Sciences Office, upper administration, current students, prospective students, and other external constituencies.

RELATED ITEMS/ELEMENTS - - - - -

RELATED ITEM LEVEL 1

Communication Of Department Activities

Performance Objective Description:

Department will communicate mission and goals to administration, alumni and friends.

RELATED ITEM LEVEL 2

Agricultural Department Donations Database

KPI Description:

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

Results Description:

Donations exceeded goals in all areas except for the Plant Science Field Lab and Animal Science Facility.

As of May 24, 2016

- Endowments/Scholarships Achieved \$3,000,000;
- Student and Faculty Enrichment to Department Achieved: \$186,379.
- Pirkle Center Classroom Naming Rights and Endowments: \$308,000.

RELATED ITEM LEVEL 3

Department Outreach

Action Description:

Outreach and activities with alumni and friends met or exceed goals. Activities will continue to enhance capital improvements, donations, and facility upgrades.

RELATED ITEM LEVEL 2

Students Recruited

KPI Description:

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%.

Results Description:

Department grew in undergraduate enrollment: Agriculture +5.02%, Engineering Technology =23.05%.

Graduate program +56.8%.

ASET Ambassadors and department faculty and staff actively participated at Saturday@Sam. Likewise, was active at many youth events for recruiting purposes.

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 sophomores, juniors and seniors.

Recruitment booths were available at State and National FFA Conventions, Houston, San Antonio, STEM Job Fair.

RELATED ITEM LEVEL 3

Department Outreach

Action Description:

Outreach and activities with alumni and friends met or exceed goals. Activities will continue to enhance capital improvements, donations, and facility upgrades.

RELATED ITEM LEVEL 2

Submission Of Department Master Plan

KPI Description:

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.

Results Description:

Extensive work with SHSU Advancement Department to promote strategic plan and Master plan for the Animal Science Facility. A capital campaign committee is being appointed.

RELATED ITEM LEVEL 3

Department Outreach

Action Description:

Outreach and activities with alumni and friends met or exceed goals. Activities will continue to enhance capital improvements, donations, and facility upgrades.

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

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.

Update of Progress to the Previous Cycle's PCI:

Faculty mentoring of tenure-track faculty is a critical priority.

ASET Ambassadors recruiting budget has been denied for AY 2016-17, department will find alternative resources to assist, however, student recruitment will decrease due to the lack of funding. Enrollment for Fall 2017 will be expected to decrease.

Chair will continue to request FTEs and Staff position in budget requests and strategic plan.

Department outreach with alumni, friends and industry is continual effort to increase capital contributions to the programs.

Summary and Improvement

Closing Summary:

Continued mentoring of junior faculty will be led by the department chair, goals will be set with each faculty. All faculty will be frequently reminded of support 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 as been cut and will limit travel. 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. FTE for the ETEC program was requested. 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 the Pirkle Center.

RELATED ITEMS
