

UNIT REPORT

**Agricultural Sciences and Engineering Technology, Department of  
Assessment Plan Summary**

## **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/evaluated by membership in professional organizations, attendance at professional meetings, seminars and workshops, and participation in peer-reviewed 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 two professional meetings and publication of a minimum of two peer-reviewed manuscripts/abstracts/presentations is expected.

**Results Description:**

Of all Agricultural Sciences faculty members, 79% met or exceeded the goal to attend at least two professional meetings. Two faculty fell short of the goal and attended only one professional meeting, while two did not attend any meetings (these two faculty members had only been on staff for four months during the assessment period).

Regarding scholarly productivity, 84% of the faculty met or exceeded the goal to document at least two peer-reviewed presentations or manuscripts. Two faculty (employed only 4 months) failed to achieve the goal by only having achieved one peer-reviewed document, while two other faculty members recorded zero scholarly achievements.

RELATED ITEM LEVEL 3

#### **Faculty**

**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. Qualified adjunct faculty are being sought to lighten the workload due to the SAFE enrollment increases. Likewise, administrative workload will continue to be used to justify an additional support staff positions for labs and facilities.

RELATED ITEM LEVEL 3

#### **Scholarly Achievements**

**Action Description:**

The chair will continue to request data for quarterly reports. The chair will use this report to monitor scholarly activity of faculty and as a vehicle in mentoring efforts. 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 professional 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 FTEs**

**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, One equine science and four ETEC positions. A lab coordinator position for ETEC was awarded and the position was filled with a December 15, 2016 start date. Other, positions were requested for AY 2017-18: Animal Science, Administrative Assistant and two lab coordinators for the Agricultural Sciences program.

**Provide Effective Communication With Internal And External Constituencies**

**Goal Description:**

The department will ensure that appropriate communication channels are maintained with the College of Science and Engineering Technology, 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: \$15 Million

Plant Science Field Lab: \$32 Million,

Meat Science Lab: \$2 Million;

Endowed Professorships: \$3 Million

Endowments/Scholarships: \$100,000

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

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

**Results Description:**

As of the date of this entry, the following have been achieved.

Endowments/Scholarships Achieved: \$36,000

Student and Faculty Enrichment to Department Achieved: \$200,765

Pirkle Center Classroom Naming Rights and Endowments: \$210,000

Facility Construction: \$1 million with several proposals being considered

Professorship: Quanta Professorship achieved, \$3 million. Relationship with Georgia Pacific being fostered for a Professorship in Ag Engineering Technology.

Most goals were achieved or exceeded expectations. Donations for construction of new facilities is slow, but many relationships are being fostered with pending proposals.

RELATED ITEM LEVEL 3

**Outreach**

**Action Description:**

Outreach activities with alumni and friends met or exceeded goals, even though financial contributions to the Capital Campaign have been slow. Activities will continue to focus on capital improvements, donations, facility upgrades and the capital campaign.

RELATED ITEM LEVEL 2

**Students Recruited**

**KPI Description:**

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

**Results Description:**

The department grew in undergraduate enrollment: Agriculture +11.1%, Engineering Technology +27.0%.

Agricultural Sciences graduate program: +13.8%.

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

The department chair recruited for the graduate program at the VATAT Professional Conference, TCAAA Conference and TOFCA.

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

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 has been accomplished with the SHSU Advancement Department to promote the capital campaign for the arena complex, meat science lab and plant science field lab. The capital campaign committee has been appointed. Potential donors have been identified and several formal proposals and presentations have been made to potential donors and other entities. To date, over \$2 million has been contributed in monetary and in-kind donations.

RELATED ITEM LEVEL 3

**Outreach**

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Outreach activities with alumni and friends met or exceeded goals, even though financial contributions to the Capital Campaign have been slow. Activities will continue to focus on capital improvements, donations, facility upgrades and the capital campaign.

## **Update to Previous Cycle's Plan for Continuous Improvement**

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

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.

**Update of Progress to the Previous Cycle's PCI:**

The capital campaign will be the primary focus for the department chair.

Faculty mentoring of tenure-track faculty is a critical priority, however, with the split of the department Agriculture faculty are more apt to reach goals for scholarly achievement.

ASET Ambassadors recruiting budget has been denied for AY 2017-18, department will find alternative resources to assist, however, student recruitment will decrease due to the lack of funding. Enrollment for Fall 2018 will be expected to be level with possible slight increase.

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 Improvements**

**Closing Summary:**

The department will split into two independent departments: ETEC and AGRI. The ETEC department chair will establish independent outcomes and goals for the next cycle. Therefore, the information heretofore is directed to the Agricultural Sciences program.

Continued efforts will be applied to the capital campaign to achieve the financial goal of \$25 m.

The AGRI chair will continue mentoring junior faculty and goals will be set with each faculty member. 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 a driving force for undergraduate enrollment, however, Ag Ambassador funding continues to be cut, which limits travel and visibility. The department will continue to encourage faculty and student participation at all possible venues that allowed for recruitment of students.

FTE growth will be a primary focus along with continuing to seek qualified adjunct faculty to assist with SAFE degree. Additional staff positions will be requested for the main office, horticulture center, and Harrell AET Center.

Other enrichment goals include: scholarship endowments, endowed professorships and endowments for academic enrichment.

