

# Dick and Mary Lewis Kleberg College of Agriculture, Natural Resources and Human Sciences



**Fall Semester**

**August 21, 2017**



# College AGNRHS

## Vision Statement 2016-2020

We aspire to be the premier stakeholder-focused educational and research institution serving Texas and global communities in agriculture, natural resources and human sciences, and empowering leaders for future generations.

# College AGNRHS

## Mission Statement 2016-2020

We deliver excellent programs in agriculture, natural resources and human sciences, founded upon experiential learning, that develop critical thinking and leadership skills. Through applied research, outreach and service, we improve the well-being of stakeholders.

# College Changes



## **Dr. Greta Schuster, Chair**

Department of Agriculture, Agribusiness & Environmental Sciences

## **Shyla Rabe**

Transferred from CKWRI Development Communications & Marketing Coordinator  
to Texas Native Seeds Administrative Coordinator I



## **Gina Ruiz Cavazos**

Promoted from CKWRI Administrative Associate V  
to CKWRI Development Administrative Coordinator I



## **CKWRI Administrative Associate V**

Vacancy left by Gina Cavazos will post soon

# New Faces

## Adrian Arellano

Adjunct Faculty – ANSC 1419

Alumnus of A&M-Kingsville:

- BS in Animal Science; Minor in Biology
- MS in Animal Science



## Veronica Ortiz

Early Childhood Teacher III

Cisneros Center for Young Children

BS in Education





# Returning Part-Time Adjunct Faculty



**Jerome Tymrak** - AGSC



**Coree Lykins-Perez** - HSCI



**Dr. Alinna Lopez-Umphres** - PLSS



**Dr. Matt Schnupp** - WSCI

# College AGNRHS Active Searches

Assist/ Assoc. Prof. **AGBU search:** (status: reviewing applicants)

**TAMUK Farm Aid search:** (status: ready to offer position)

**CKWRI Admin Associate V search:** (initiating posting)

# Important Teaching Responsibilities

## Posted Office Hours Required:

5 hrs for full-time load, or 1 ¼ posted hrs per quarter load.

Online course instructors: must make reasonable accessible accommodations to student participants



# Important Teaching Responsibilities

**REQUIRED** for all faculty to take enrollment for each class (DOE).

Blue and Gold Connection grade rosters you will report any students that have stopped attending your class “**SA**”  
or never attended your class “**NA**”

Faculty to provide **mid-term grades** (especially for UG courses).

# Lab Safety Training

Students who do not finish their Online Lab Safety Training by the **12<sup>th</sup> Class Day (Census Date: Sept 8, 2017)** Will Be Permanently Dropped and Will Not Be Allowed Back Into Lab.

This also pertains for Grad Students as well as Some Classes are Coded as 'Lab Intensive' and Training is Required

**---No Exceptions---**

**Sept. 8 5 p.m. NO REGISTRATION AFTER THIS DATE.**

**Sept. 9 \$100 Reinstatement Fee** will be assessed to students requesting reinstatement.

# KLAG Bldg Fall Construction Projects

## **KLAG Outside Building Remodel:**

Multi-year, ever-evolving windows and brick replacement game.

## **KLAG Inside Building Remodel:**

Window binds replacement when all windows are installed.

# FY17 Vet Tech Program Construction

## New Outside Teaching Pavilion Facility

Under development: Large animal observation and teaching

Excellent opportunity for summer camp and recruiting

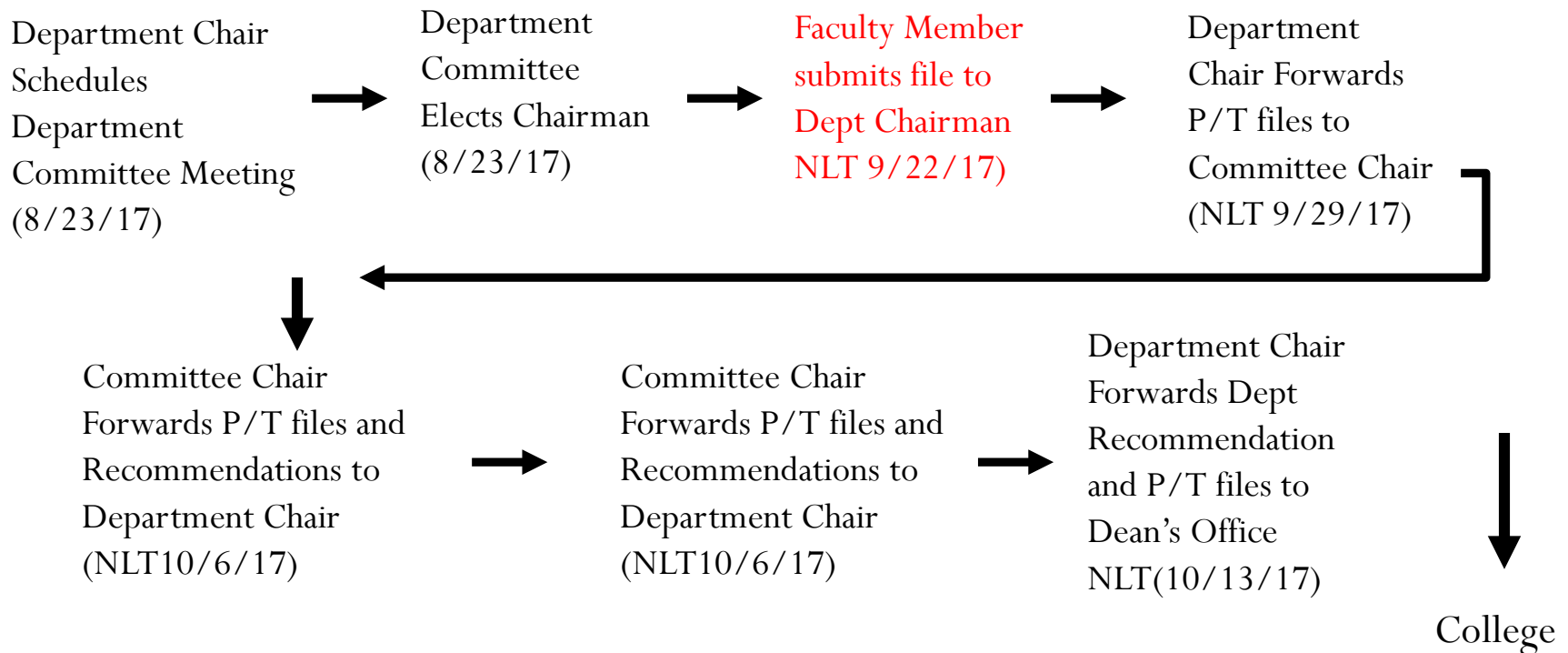
Planning stages for a small-animal housing facility

# Promotion/Tenure Evaluation Schedule

**Bill Kuvlesky**  
Assistant Dean

# Promotion/Tenure Flowchart

## Departmental Level





# Promotion/Tenure Flowchart

## College Level

Department Chair  
Forwards Dept  
Recommendation and  
P/T files to Dean's  
Office NLT(10/13/17)



College  
Committee  
meets to elect  
Chair  
NLT(10/13/17)



College Committee  
Chair Forwards  
Recommendation and  
P/T files to Dean  
NLT(10/27/17)



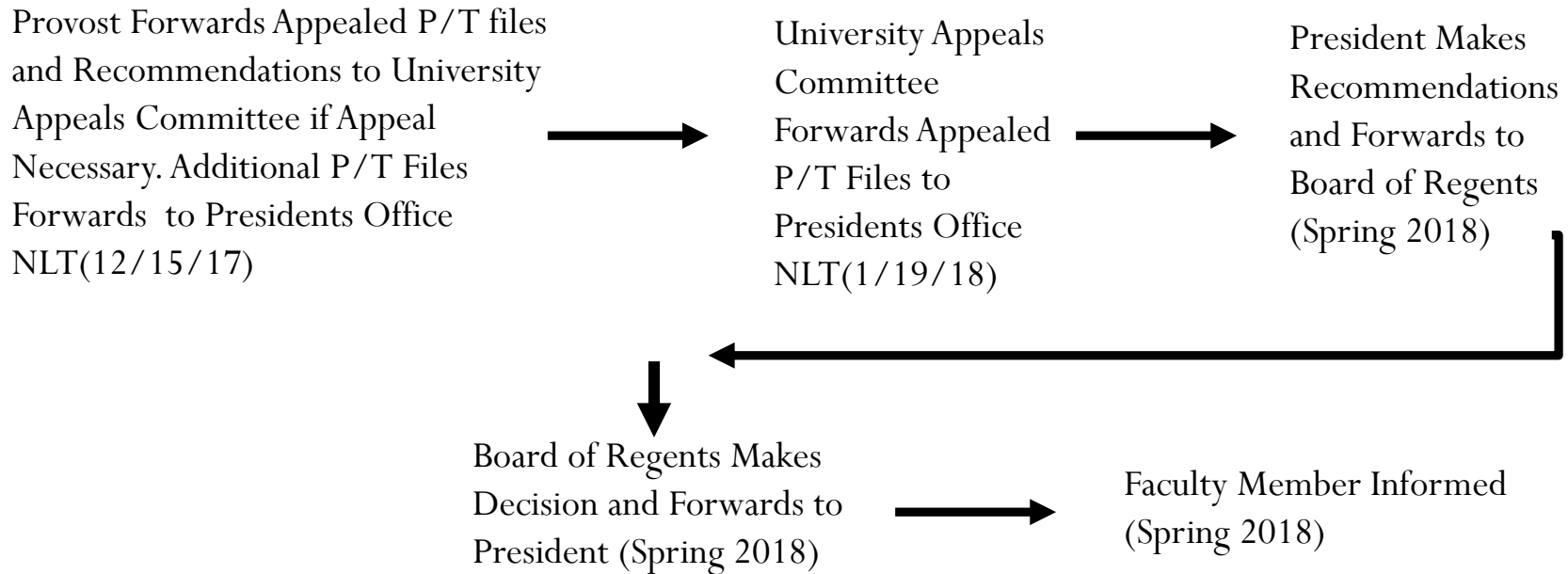
Dean Forwards  
Recommendation and P/T  
files to Provost's Office  
NLT(11/10/17)



Provost's Office

# Promotion/Tenure Flowchart

## Provost/President Level



# Promotion/Tenure Evaluation Schedule

**NLT Sept 22nd- Binder due to Dept Chair.**

**Dept AAES: David Ruppert**

**Dept ARWS: April Conkey**

**Dept HS: Seung Bong Ko; Farzad Deyhim (promo)**

# Promotion/Tenure Schedule 2017-18

**Sept 22nd-Due to Dept Chair – Faculty Member Submits the 1st Year Evaluation packet to the Department Chair**

NLT Sept 29-Dept Chair calls all Dept tenured faculty to review 2<sup>nd</sup> Year Packets.

NLT Oct 6-Dept committee submits recommendation to Dept Chair.

NLT Oct 13-Dept Chair submits to his recommendations to College Tenure Committee and the College Dean.

NLT Oct 27-College Tenure Committee complete evaluation and submits recommendation to the College Dean.

NLT Oct 10-Dean notifies Faculty Member and forwards decision to Provost.

# Faculty Tenure-Track Status

## 2<sup>nd</sup> Year Tenure Continuance File Due

- **2<sup>nd</sup> Year File-Sept 22<sup>nd</sup>**
  - Rick Machen
- **1<sup>st</sup> Year File-Jan 16<sup>th</sup>**
  - None

## 3<sup>rd</sup>-5<sup>th</sup> Year Probationary Files Due

- **3<sup>rd</sup>-5<sup>th</sup> Year File-Feb 23<sup>rd</sup>**
  - Steven 'Boot' Chumbley
  - Catherine Simpson
  - Benjamin Turner
  - Natasha Bell
  - Brice Finney
  - Humberto Perotto
  - Timothy Oblad
  - Yi Li
  - Clay Hilton
  - Veronica Ancona

# 2<sup>nd</sup> Year Tenure Continuation Schedule 2017-2018

**Sept 22<sup>nd</sup> Due to Dept Chair – Faculty Member Submits the 2<sup>nd</sup> Year Evaluation packet to the Department Chair**

NLT Sept 29-Dept Chair calls all Dept tenured faculty to review 2<sup>nd</sup> Year Packets.

NLT Oct 6-Dept committee submits recommendation to Dept Chair.

NLT Oct 13-Dept Chair submits to his recommendations to College Tenure Committee and the College Dean.

NLT Oct 27-College Tenure Committee complete evaluation and submits recommendation to the College Dean.

NLT Nov 10-Dean forwards recommendation to Provost.



Reminder: System Policy States: *“In lieu of the annual performance review in the fourth year, all tenure track faculty shall receive a comprehensive review...”*

## 3<sup>rd</sup>-5<sup>th</sup> Year Probationary Service Schedule 2017-2018

**Feb 23<sup>rd</sup> Due to Dept Chair – Faculty Member Submits the 3<sup>rd</sup>-5<sup>th</sup> Year Evaluation packet to the Department Chair**

NLT Mar 2-Dept Chair calls all Dept tenured faculty to review 3<sup>rd</sup>-5<sup>th</sup> Year Packets.

NLT Mar 9-Dept committee submits recommendation to Dept Chair.

NLT Mar 23-Dept Chair submits to his recommendations to College Tenure Committee and the College Dean.

NLT Apr 6-College Tenure Committee complete evaluation and submits recommendation to the College Dean.

NLT Apr 21-Dean forwards recommendation to Provost.

# Faculty in Need of Post-Tenure Review

**Dept AAES:** Greta Schuster

**Dept ARWS:** David Wester; Alan Fedynich; Bart Ballard

**Dept HS:**No one.

# Post-Tenure Review Schedule 2017-18

## **Feb 26th - Due to Dept Chair – Faculty Member Submits Post-Tenure Review packet to the Department Chair**

NLT Mar 2-Dept Chair calls all Dept tenured faculty to review 3<sup>rd</sup>-5th Year Packets.

NLT Mar 19-Initial Assessment Completed and written narrative given to faculty member.

NLT Mar 26-Dept Chair and Faculty Member set Long-term Goals.

NLT Apr 2-Review Committee is Formed and Reviews Narrative as well as Long-term goals.  
Triad Committee Provides Comments to Dept. Chair.

NLT Apr 23-If Necessary Development Plan is Written by Faculty Member and Dept. Chair.

NLT Apr 27- Report and Development Plan forwarded to College Dean.

NLT May 4- Report and Development Plan forwarded to Provost.

# Graduate Coordinator

- Accept or Deny Applicants (concur with Department Chairs).
- Sign degree plans and applications for degrees.
- Turn-it-In (schedule training for faculty this semester or have document emailed).
- Ensure that students submit all required material to Grad School after they defend theses or dissertations.

# Scholarships

- If you want to try and get a scholarship for a student the student must qualify. (minimum 3.0 GPA, SAT/ACT, Class Rank, Extracurricular Activities). **Must maintain 15hrs/semester &  $\geq$  3.0 GPA every semester.**
- Students interested in obtaining a scholarship must register (username and password) online at **Collegiate Link** (<https://tamuk.academicworks.com/>) on TAMUK website and then apply for scholarships for which they qualify.
- College Scholarship Committee (reviews all applicants).
  - **Javier Mendoza, Bill Kuvlesky, Michele Garcia, Jerome Tymrak**

# Advisors for Student Organizations

- All student members must sign insurance forms if traveling off campus for an event. (I will email forms to Advisors).
- All students must fill out Occupational Health Program Medical Screening Questionnaire. One time at the beginning of the Fall semester. (I will email forms to Advisors).
- SSFB Committee will begin making decisions on student organization funding based on how student organization activities conform to TAMUK mission and goals.



College AGNRHS  
Promotion & Tenure  
Expectations and Guidelines

**Shad D. Nelson**

# College AgNRHS Promotion & Tenure Expectations and Guidelines

Initiating College AgNRHS P&T Task Force

1<sup>st</sup> phase – Define and/or Establish Final P&T Guidelines,

Ready for Faculty to Review mid Fall 2018

Ready for Implementation Spring 2018 for all new hires

2<sup>nd</sup> phase – Establish Uniform College AgNRHS Annual  
Evaluation Document,

Ready for Faculty to Review Fall 2018

Ready for Implementation Spring 2019

**Dick and Mary Lewis Kleberg**  
**College of Agriculture and Human Sciences**  
*Revised July 15, 2016*

**Workload Guidelines for Tenure and Promotion to Associate Professor**

	<b>% Workload based on contract FTE</b>				
<b>FTE Teach/Res.</b>	<b>1.0/0.0</b>	<b>0.75/0.25</b>	<b>0.50/0.50</b>	<b>0.25/0.75</b>	<b>0.0/1.0</b>
	-----Percent Time & Effort-----				
% Teaching	80	60	40	20	5
% Research	5	25	45	65	80
% Prof. Growth*	5	5	5	5	5
% Service	10	10	10	10	10

\*Note: Professional growth for Assistant Professors will be held to 5%.

**Workload Guidelines for Tenure and Promotion to Full Professor**

	<b>% Workload based on contract FTE</b>				
<b>FTE Teach/Res.</b>	<b>1.0/0.0</b>	<b>0.75/0.25</b>	<b>0.50/0.50</b>	<b>0.25/0.75</b>	<b>0.0/1.0</b>
	-----Percent Time & Effort-----				
% Teaching	80	60	40	20	5
% Research	5	20-25	40-45	60-65	80
% Prof. Growth*	5	5-10	5-10	5-10	5
% Service	10	10	10	10	10

\*Note: Professional growth for Associate Professors and Full Professors may increase to 10% to emphasize importance for establishing prominence in their respective field.

# College AGNRHS

## Uniform Annual Evaluation Document

Evaluation weight structure (based on P&T FTE appointments)

*Teaching:* Student Mentoring: Grad and Undergrad

IEP info: SLOs and Service Learning Components

*Research:* PI and CoPI point structure

*Professional Growth:* new point structure

*Service:* University and Industry Committee Recognition

Student Recruitment & Retention

Commencement Attendance

# OSR Proposal Preparation

## 10 - 5 - 2

### **OSRP Expectations for Proposals**

10 - at least ten days prior to submission 'intent to submit' form due

5 – proposal draft due five days prior to submission

2 – full proposal due two days prior to deadline

CKWRI – please provide budget, budget narrative, scope of work in advance of this schedule

# College AGNRHS Accomplishments





# 2016/2017 College AgNRHS Goals

- Maintain funding for research \$200,000/FTE (research expenditures)
- Publications 2/yr/FTE
- Presentations 4/yr/FTE



- Increase endowments
  - Graduate assistantships
  - Scholarships
  - Operations

# FY16 Significant Accomplishments

## Faculty and Student Research

- **63** Publications. (refereed pubs, proceedings)  
(75% participation by faculty)
- **240** Presentations.  
(86% participation by faculty)
- **12.1 mil** Research expenditures. (\$268,500/faculty)  
(73% participation by faculty).  
Citrus Center \$3.4 mil; CKWRI \$6.9 mil  
KRIRM endowment increased > \$600,000
- **76** Undergraduate Students involved in Research.  
(10% participation by students)



# 2017 Awards, Honors and Recognitions

- **Dr. Scott Henke**– **New Textbook** ‘Becoming a Wildlife Professional’ released by Johns Hopkins University Press
- **Dr. Charlie DeYoung**– ‘Caeser Kleberg Award for Applied Wildlife Research’ by The Wildlife Society.
- **TAMUK Citrus Center**- ‘2017 Texas Environmental Excellence Award’ . by Texas Commission on Environmental Quality.
- **Dr. Poncho Ortega**- ‘Fellow Award’ by the Society for Range Management
- **Dr. Fred Bryant**- ‘Sustained Lifetime Achievement Award’ by the SRM
- **Fashion Merchandising Program**-Top 10 in Southwest by fashionschools.org, and Top 40% nationally
- **Dr. Kathleen Rees**- **President-elect** by the Board of Commissioners for the Textile and Apparel Program Accreditation Commission
- **Dr. Clayton Hilton**- **Co-Developer** of an **App** for Allometric Scaling of Drug Doses for non-domestic species

# 2017 Large Grant Recognitions

- > \$300,000
  - **Mike Tewes, Randy DeYoung and Humberto Perrotto**– Ocelot -TxDOT Program
  - **Forrest Smith**- South Texas Natives Program
  - **John da Graca and Mamoudou Setamou**- Citrus USDA-APHIS Programs
  - **David Ruppert, Shad Nelson Randy Stanko, Tanner Machado, and Greta Schuster** –USDA/NIFA ‘START NOW’ and other HSI Programs
  - **Kim McCuistion, Natasha Bell, Michelle Garcia, Randy Stanko and Tanner Machado**–USDA/NIFA HSI Program ‘LEADERS 2’
  - **Eliezer Louzada**- USDA/NIFA HSI Programs ‘Student Internship and Retention’
- >\$100,000 - \$300,000
  - **Poncho Ortega, Tim Fulbright, and Dave Hewitt**– Cattle-White Tailed Deer Program
  - **Eric Grahmann and Fidel Hernandez**- Coastal Prarie Gamebirds Program
  - **Catherine Simpson**- Water Management in Citrus Program
  - **Veronica Ancona and Catherine Simpson**- Antimicrobial Compounds in Citrus
  - **Natasha Bell, Kim McCuistion and David Wester**- Cattle Antibiotic Resistance
  - **Mamoudou Setamou**- Attract and Kill Technology for Asian Citrus Psyllid Control

# 2017/2018 College AgNRHS Goals

- Research expenditures:  
Sustain  $> \$200,000/\text{FTE}$   
(75% participation by faculty).
- Publications 2/yr/FTE.  
(80% participation by faculty)
- Presentations 4/yr/FTE.  
(90% participation by faculty)
- Undergraduate Research.  
( $> 10\%$  UGs involved)
- Increase endowments,  
scholarships
- Protect specialty line items
- College Restructure based  
upon growth for improved  
Research & Teaching  
Effectiveness



# Student Focused Accomplishments

## College AgNRHS

## TAMUK Foundation Endowments

- Jane Dodds Kingsville Garden Club Scholarship Endowment:  
\$25,000 + \$1,000.
- John M. Howard Family Ag Science Scholarship Endowment.  
\$50,000 + 2,000 with additional \$50,000 Welhausen Match
- J.R. Welhausen Estate Scholarship and Student Recruitment Endowment. \$500,000



- C.F. Dick Schendel Family Endowed Scholarship in Agriculture.  
(Runge H.S./Karnes Co). \$500,000
- C.F. Dick Schendel Endowed Professorship in Soil Sciences.  
\$500,000



# Student Focused Accomplishments

## College AgNRHS

## MOA – DVM Program at TAMU

- Fully Executed & Signed  
Memorandum of Agreement

- TAMU Vet School and TAMUK

- Allows up to 5 additional TAMUK students that have passed Vet School qualifications and standards entrance into TAMU DVM Program.

- First Cohort for Fall 2018

### Committee Members

- Dr. Natasha Bell
- Dr. Brice Finney
- Dr. Michelle Garcia
- Dr. Clay Hilton
- Dr. Steven Lukefahr
- Dr. Tanner Machado
- Dr. Glen Wilkinson

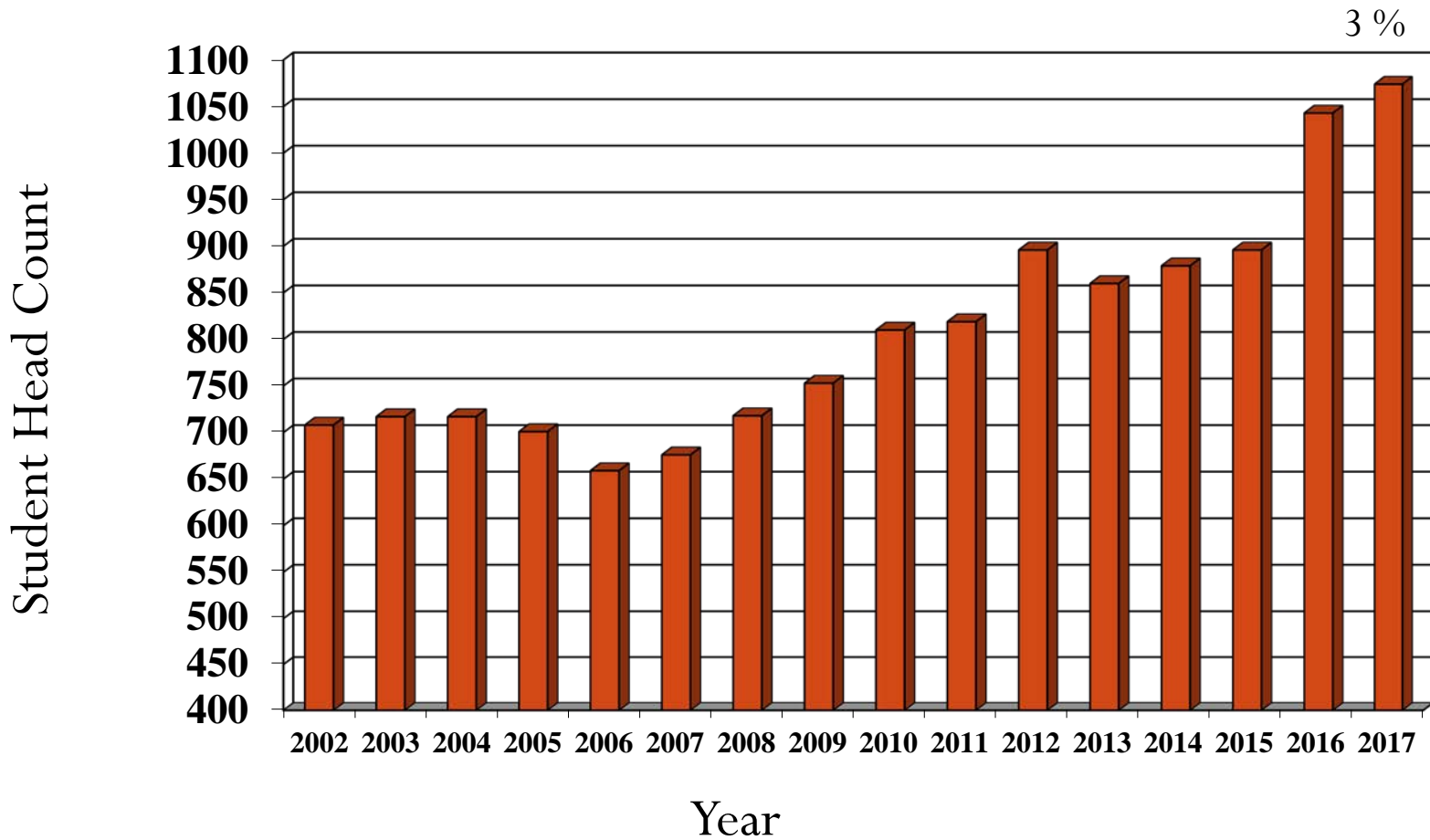
# College AGNRHS Fall Semester Freshman Retention Trends

Students	F'12-'13	F'13-'14	F'14-'15	F'15-'16	F'16-'17
Freshman Retention	57.9%	73.1%	75.9%	72.6%	72.6%
					Tentative to date







# Fall Semester Enrollment

## Student Head Count August 21. Goal 5%

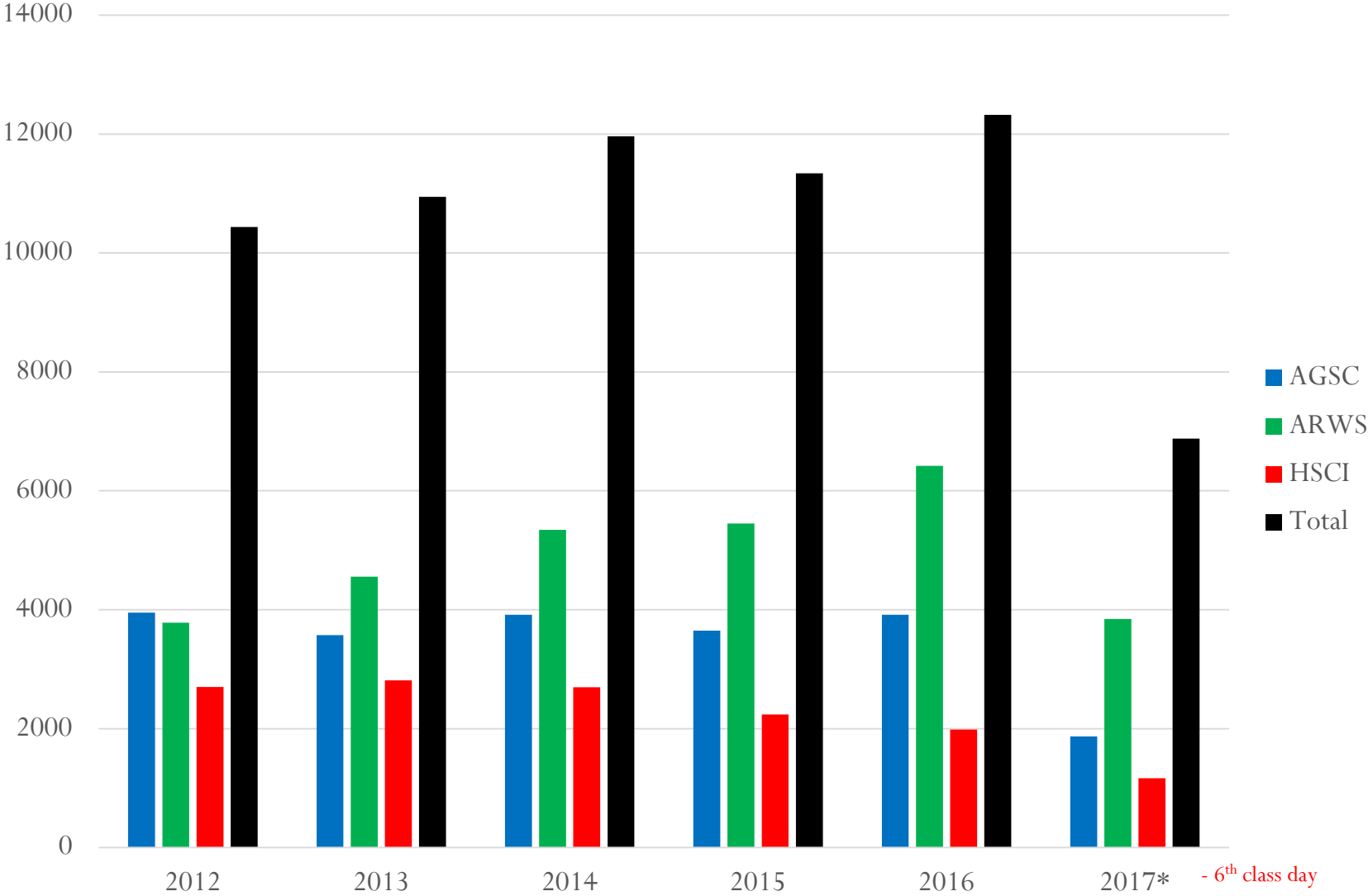


# College AGNRHS

## Fall Enrollment Trends

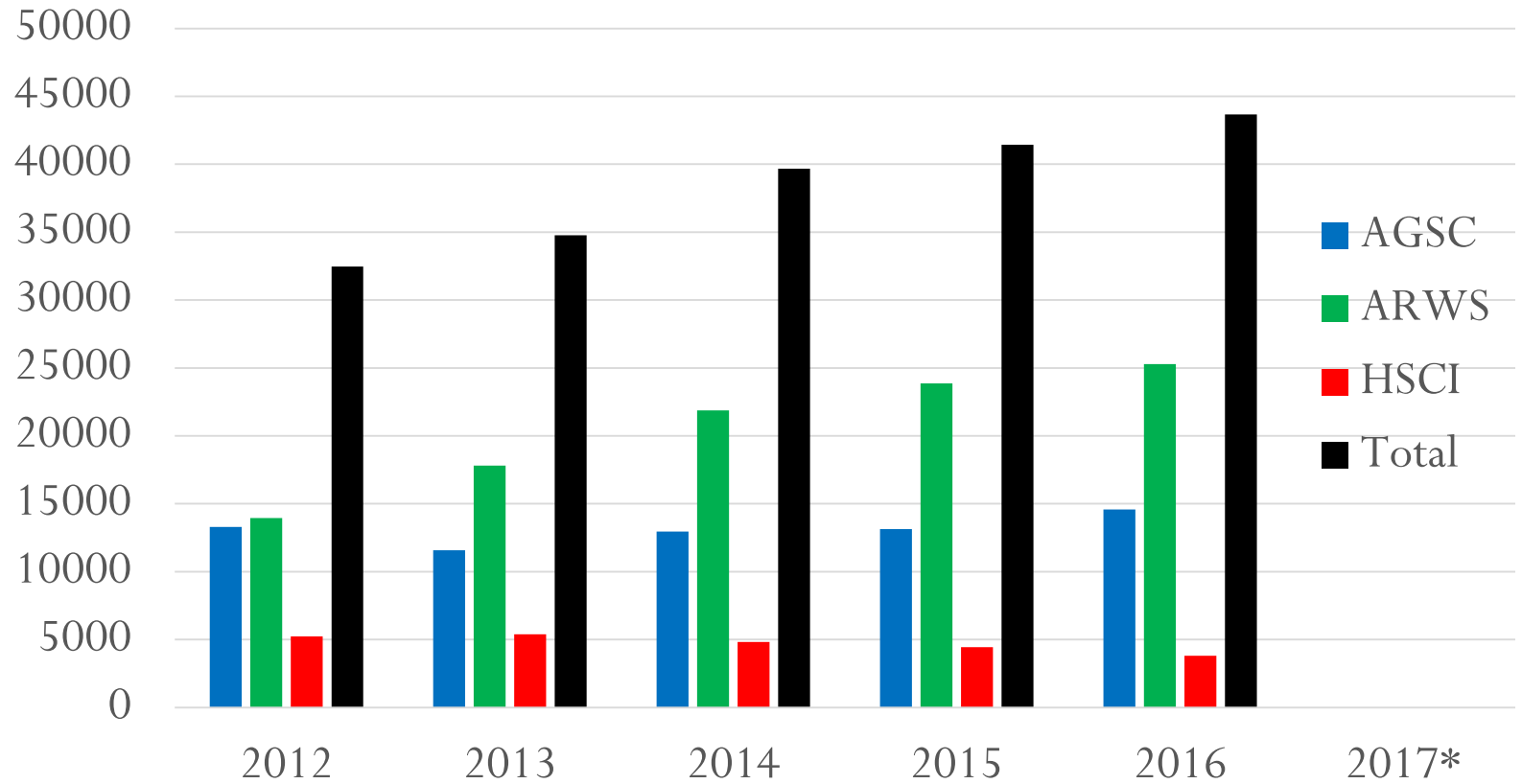
Students	Fall 2014	Fall 2015	Fall 2016	Fall 2017	status
Undergrads	730	735	879	919	
Masters	119	139	143	137	
Doctoral	24	22	21	18	
Total	874	896	1043	1074	 up

# Semester Credit Hours



Dick and Mary Lewis Kleberg College of Agriculture,  
Natural Resources and Human Sciences

# Weighted Semester Credit Hours (WSCH)



Dick and Mary Lewis Kleberg College of Agriculture,  
Natural Resources and Human Sciences

# 2017/2018 College AgNRHS Goals

- Increase student enrollment 5%.
- Sustain retention to  $\geq 74\%$ .
- Increase 6 yr Graduation Rates to 38%.
- Improve programmatic offerings to attract students.
  - BS Environmental Science
  - MS Environmental Science & Management (CoAg/CoBA)
  - PhD Biotechnology (Colleges AgNRHS/ENG/A&S)



# College AGNRHS Restructure

Current Depts	Programs	Restructured Depts	Restructured Programs
AAES – Agriculture, Agribusiness & Environmental Sciences	AGSC, AGBU, PLSS Citrus Center KRIRM	AAES	AGSC, AGBU, PLSS Citrus Center
ARWS – Animal, Rangeland & Wildlife Sciences	ANSC VETT RWSC CKWRI	ASVT – Animal Science & Veterinary Technology	ANSC VETT KRIRM
		RWSC – Rangeland & Wildlife Sciences	RWSC CKWRI
HS – Human Sciences	HN HS MC CYC	HN & HS concentrations Fashion Merchandising Family & Consumer Sciences Education Human Development and Family Studies	HN – (C of Allied Health) HS-FM (C of Bus Adm) HS-FCSE (C of Ed)  HS-HDFS (C of A&S?) MC CYC- (with HDFS?)

# Student Research Centered Activity Dates

- Javelina Research Symposium- Sept 26<sup>th</sup>
- TAMUS Pathways Research Symposium—  
Nov 2-3, 2017
  - Tarleton State Univ., Stephenville, TX
  - [only 50 slots, students must apply by Sept 29th]

# Special Activities

- BBQ Contest- Saturday  
College AGNRHS  
President's Tailgate
- Fall Back-to-School  
Lawn Party -  
early Fall semester

Dick and Mary Lewis Kleberg  
College of Agriculture,  
Natural Resources and  
Human Sciences





# Special College Activity Events

- Ag Olympics -  
mid Spring Semester
- College Recognition &  
Awards Dinner —  
mid April





# Enjoy the Semester



Dick and Mary Lewis Kleberg College of Agriculture,  
Natural Resources and Human Sciences

# University Strategic Plan 2016-2020

- **Vision**

- Committed to being a renowned, diverse community of learners and innovators

- **Mission**

- The mission of Texas A&M University-Kingsville is to enrich lives through education, discovery and service in South Texas and beyond

# University Strategic Plan

## ● Goals

- **Learning:** experiences that prepare students intellectually, creatively, ethically and socially
- **Research:** Scholarly work that contributes to the quality of life and the body of knowledge
- **Student-focused Environment:** An evolving campus conducive to life, learning and success for a diverse student body
- **Prominence:** Renowned programs, faculty, staff and students
- **Growth:** Strategic increases in student enrollment, institutional influence and campus resources

# 1<sup>st</sup> Year Probationary Service Schedule 2017-2018

**Jan 16th-Due to Dept Chair – Faculty Member Submits the 1st Year Evaluation packet to the Department Chair**

NLT Jan 20-Dept Chair calls all Dept tenured faculty to review 2<sup>nd</sup> Year Packets.

NLT Jan 27-Dept committee submits recommendation to Dept Chair.

NLT Feb 3-Dept Chair submits to his recommendations to College Tenure Committee and the College Dean.

NLT Feb 17-College Tenure Committee complete evaluation and submits recommendation to the College Dean.

NLT Mar 3-Dean notifies Faculty Member and forwards decision to Provost.

# Procurement & Travel Training

Please Come Back for Important Training from our  
Excellent and Knowledgeable CKWRI Staff

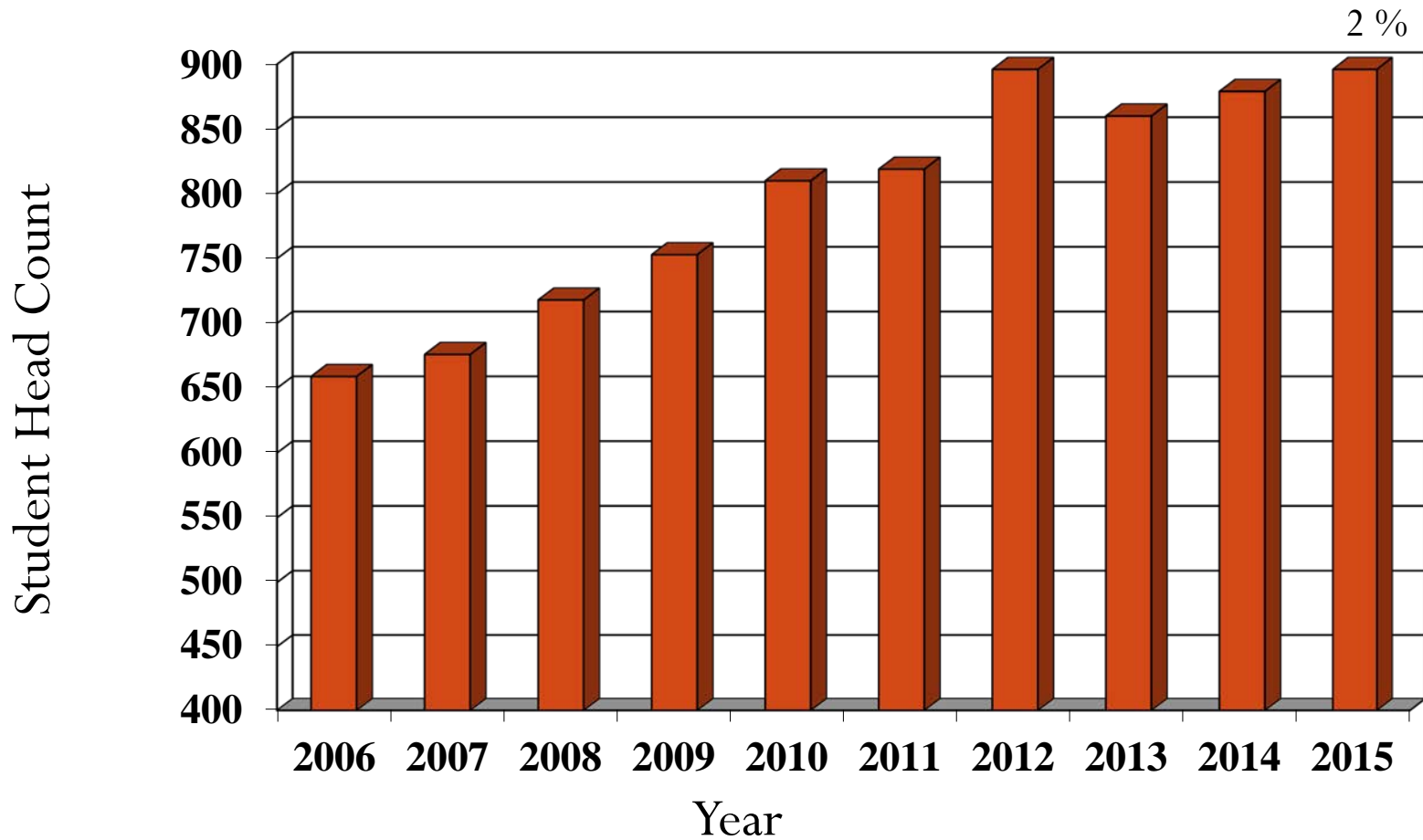
# Enjoy the Ride!



**Keep Them Alive Out There – Have a Great Semester**

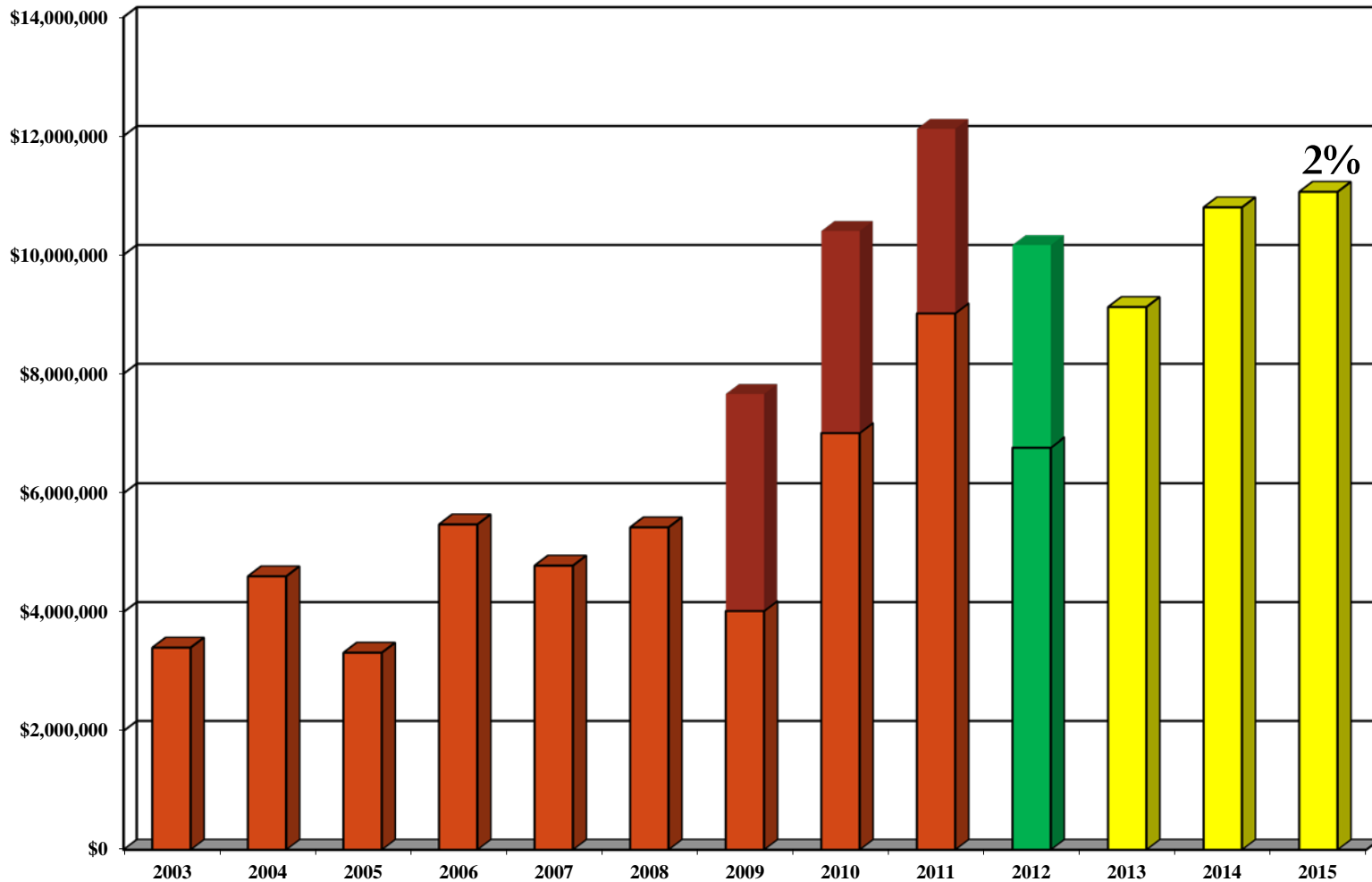
Dick and Mary Lewis Kleberg College of Agriculture, Natural Resources and Human Sciences

# Fall Semester Enrollment Student Head Count Day 20. Goal 5%

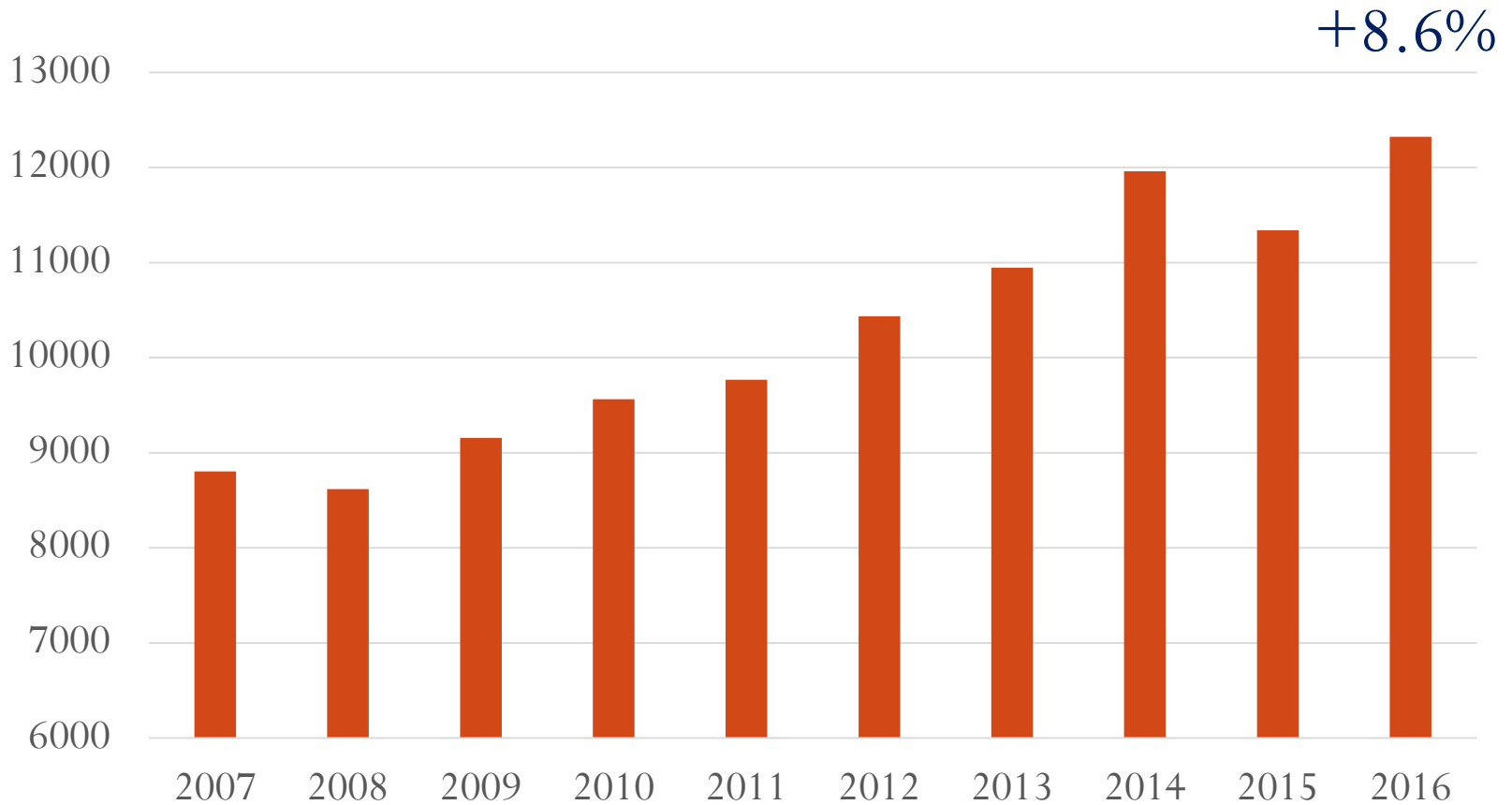




# College Contracts and Grants (Univ. Research Expenditures)

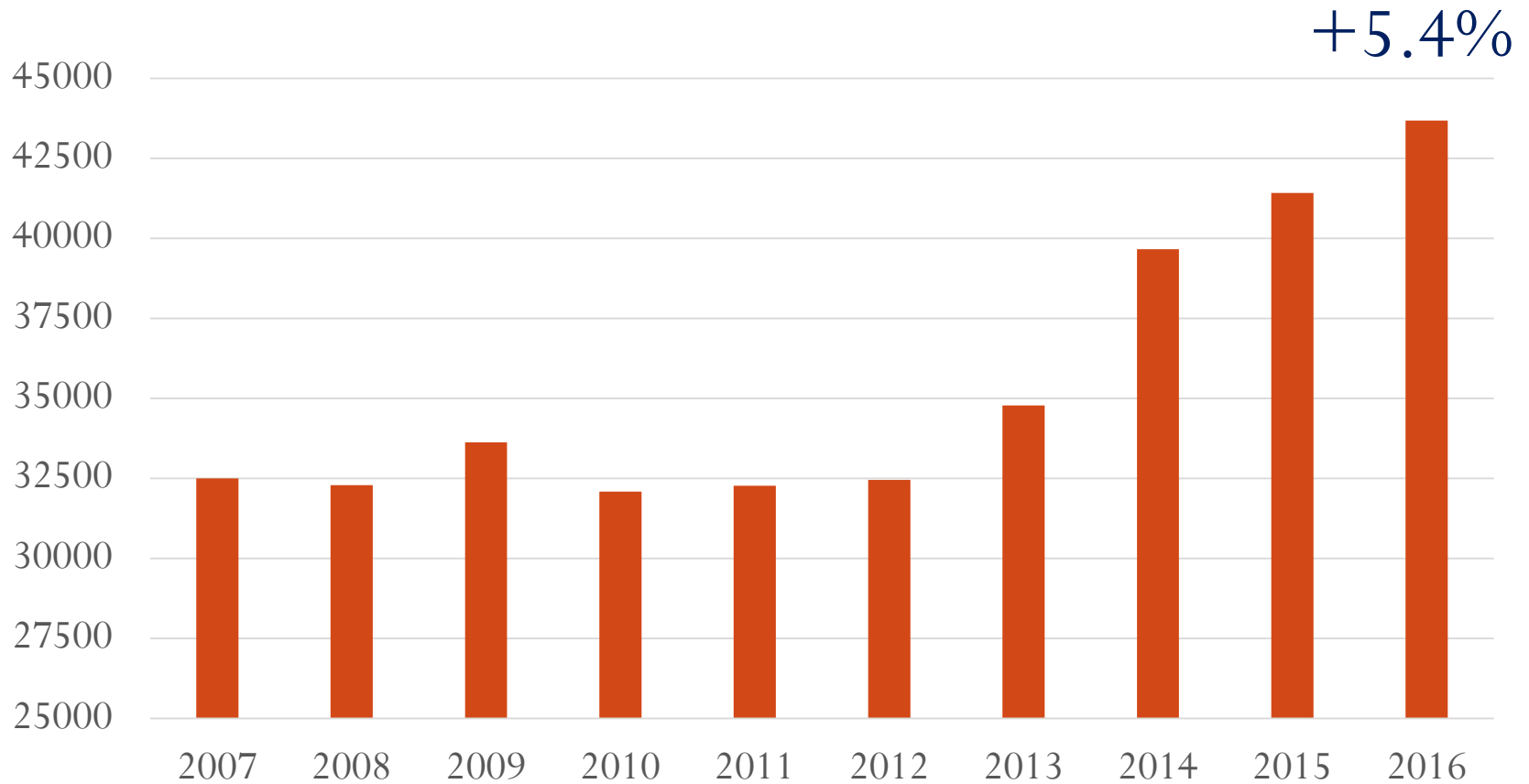


# Semester Credit Hours (goal 3%)



Dick and Mary Lewis Kleberg College of Agriculture, Natural Resources and Human Sciences, Spring

# Wt. Semester Credit Hours (goal 3%)



# LBB Performance Indicators

	<b>FY 10</b>	<b>FY 11</b>	<b>FY 12</b>	<b>FY 13</b>	<b>FY 14</b>	<b>FY15</b>	<b>FY16</b>
Freshman Retention 66%	<b>56</b>	<b>58</b>	<b>60</b>	<b>61</b>	<b>58</b>	<b>73</b>	<b>76</b>
Freshman earning deg. 6 yrs 33%	<b>28</b>	<b>32</b>	<b>37</b>	<b>39</b>	<b>32</b>	<b>34</b>	<b>33</b>
% course completers 92%	<b>95</b>	<b>97</b>	<b>99</b>	<b>97</b>	<b>98</b>	<b>98</b>	<b>97</b>
% lower div crs taught by t/tt faculty 60%	<b>75</b>	<b>78</b>	<b>84</b>	<b>75</b>	<b>75</b>	<b>68</b>	<b>84</b>
\$ Research funds 10 mil	<b>7.0</b>	<b>12.1</b>	<b>10.1</b>	<b>9.1*</b>	<b>10.8</b>	<b>11.1</b>	<b>12.1</b>
	<b>mil</b>	<b>mil</b>	<b>mil</b>	<b>mil</b>	<b>mil</b>	<b>mil</b>	<b>mil</b>

\* Switched reporting to Research Expenditures