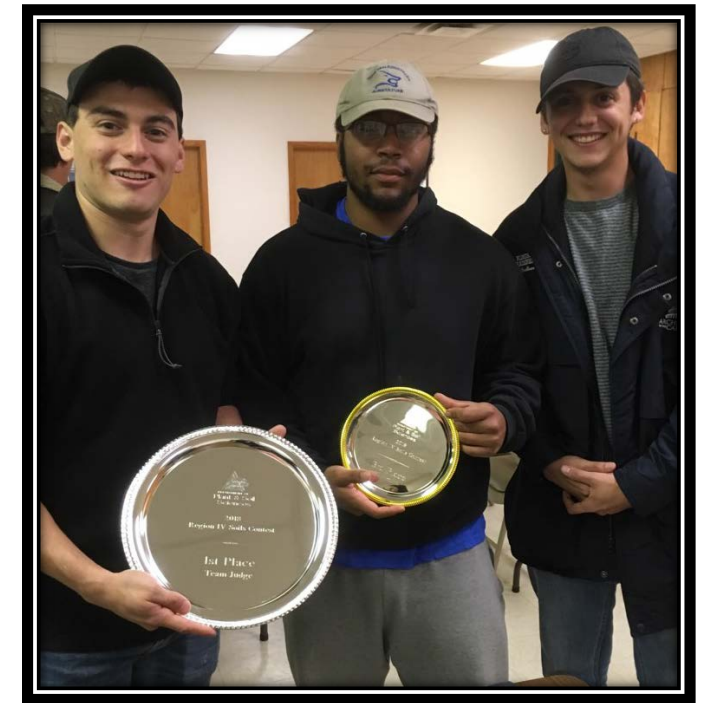


# Dick and Mary Lewis Kleberg College of Agriculture, Natural Resources and Human Sciences

**Faculty & Staff Meeting**  
**Welcome Spring Semester**  
**January 10, 2019**



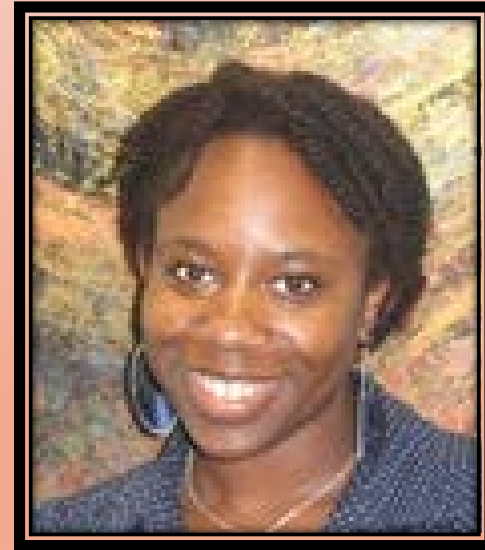
# Special Needs

## Student Health & Wellness



**Barbara Collins**

**Assistant Director, Disability Resource Center**



**Angel Hoodye**

**Accommodations Counselor**

# New Hires: Operations Staff

## College Personnel - CKWRI



**Kimberly McRae**

Business Coord. III & HR Liaison



**Steven Llacuna**

Adm. Assoc. III

# New Hires: Asst. Professors of Research

## College Personnel - CKWRI

### **Jane Anderson, Ph.D.**

Expertise: Mammal ecology, coupled human-natural systems, human dimensions of natural resources management



### **Jeremy Baumgardt, Ph.D.**

Expertise: Monitoring and study design



# New Hire: Research Scientist

## College Personnel - CKWRI



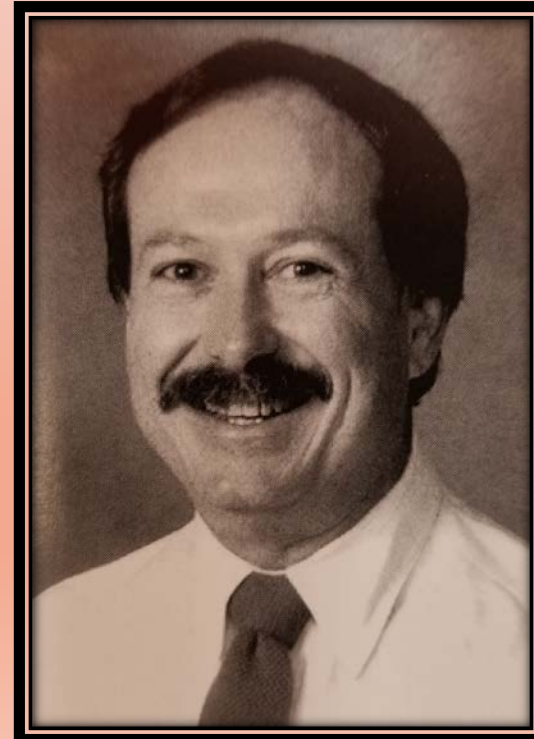
**Masahiro Ohnishi, Ph.D.**

Expertise: Quantitative Genetics and Molecular Ecology

**“Dr. Triple-Crown Winner”**

**Congratulations!**

**Dr. Randall Williams**  
**Regents Professor**



# College Construction Projects

## Proposed Remodeling Projects

**KLAG 122 Classroom Remodel:** Summer 2019

Desk Furniture Updated already

**KLAG 145 Lab Remodel:** Spring 2019

CKWRI –finalizing update for a Wildlife Digital Photography Lab

**KLAG 146 Soils Lab Remodel:** Summer 2019

# Human Sciences Building

## Proposed Rearrangements

**Academic Advisors:** Summer 2019

Carla Winterbottom & Shelly Salazar

Moving to Human Science Bldg. Office Suite

**ASVT Dept.:** Summer 2019

New ASVT Dept. Chair and Admin. Assoc. III Claudia Santillan

Moving into KLAG Bldg. center hallway offices



# Searches

## College Faculty

### **Dept. of Range & Wildlife Sciences (RWSC)**

Endowed Deer Chair – CKWRI

### **Dept. of Animal Science & Veterinary Technology (ASVT)**

DVM-VETT (target '19 search) [[Dr. Finney replacement](#)]

**Dept Chair -ANSC** (Spring'19 search) [Interim Chair-Dr. Kuvlesky]

### **Dept of Agriculture, Agribusiness & Environmental Sci. (AGSC)**

Soil & Environmental Sci.-PLSS (Spring'19 search) [[Dr. Ruppert replacement](#)]

Agronomy-PLSS (Spring'19 search)

# Searches

## College Staff - Spring 2019

### College AGNR (Dean's Office)

- Administrative Associate IV
- Lab Manager (Damon Williford's replacement)

### Dept of Agriculture, Agribusiness & Environmental Sci. (AGSC)

- Administrative Associate III (Anna Salazar replacement)

### CKWRI Development

- Asst. Director - vacant end of February (Anne Thurwalker replacement)

# Faculty Reminders

## Items to Send to Admin Associates

### **Updated 2-pg CV on Website:**

Highlight current courses being taught S'19

Send to Rosie Vela

**Provide Course Syllabus to Dept. Admin Associate:** For each class you are teaching

-include SLOs and approach for measurement

-include Service Learning (1 course/year)

-include and POST your office hrs.

(1.25 hrs./week per 3 crd. hr. course; 5 hrs./week for 12 crd. hrs.)

# Faculty Reminders

**IMPORTANT**

Submit Final Grades on a Timely Basis.

An “F” requires and input of  
‘the last day of attendance.’

# Recognitions

## College AGNR

**Bart Ballard:** 2017 Conservation & Environmental Stewardship Award

Coastal Bays Foundation

**Mamoudou Setamou: Elected President**

The International Black Entomologists Society

**Michelle Garcia: President Elect**

Subtropical Agriculture & Environments Society

# 2017-2018 Unit Recognitions

Unit	Funding Source	Funding Type	Total Award \$
<b>Clay Mathis &amp; KRIRM</b>	Various Gifts	Donor support for KRIRM program	>\$674,000
<b>Dave Hewitt &amp; CKWRI</b>	Various Gifts	Donor endowment support for CKWRI programs	>\$2.4 million
<b>Clay Hilton &amp; VETT</b>	Gunn Family Gift	Donor endowment support for VETT program	\$1 million
<b>John da Graca &amp; Citrus Center</b>	Various Grants	External research	>\$3.7 million
<b>CKWRI &amp; CoAGNR</b>	Various Grants	External research	>\$4.1 million

# Large Grant Recognitions

## New PDs Leading Grants in College AGNR

**Veronica Ancona**

**Natasha Bell**

**Boot Chumbley**

**Clayton Hilton**

**Humberto Perotto**

**Catherine Simpson**

**Benjamin Turner**

# Special Activity Dates

- Area X FFA Contest—  
Wed., April 17<sup>th</sup> - 8:00am  
Borchard Fairgrounds, Robstown
- Ag Olympics —  
Thurs, March 28<sup>th</sup> - 5:00pm





# Special Activity Dates

- College AGNR Recognition Banquet—  
Wed., April 24<sup>th</sup> - 6:00pm  
Wildlife Center, Kingsville



# Special Activity Dates

- Dead Week  
May 6-9<sup>th</sup>
- Final Exams  
May 10-16<sup>th</sup>
- College AGNR Commencement  
Friday May 17<sup>th</sup>



# Annual Evaluation Schedule

NLT **February 1, 2019**- Annual Report due to Dept. Chair.

# Faculty Tenure-Track Status

1<sup>st</sup> and 3<sup>rd</sup>–5<sup>th</sup> Year Probationary Files

Due to Dept. Chair February 15, 2019.

4<sup>th</sup> Year Tenure Continuance Files

- Natasha Bell
- Humberto Perotto
- Catherine Simpson
- Benjamin Turner

5<sup>th</sup> Year Tenure Continuance File

- Veronica Ancona
- Clayton Hilton

# 3<sup>rd</sup>-5<sup>th</sup> Year Probationary Service Schedule 2018-2019

**Feb 15th Due to Dept. Chair** – Faculty Member Submits the 3<sup>rd</sup>-5<sup>th</sup> Year Evaluation packet to the Department Chair

- NLT Feb 22-Dept. Chair calls all Dept. tenured faculty to review 3<sup>rd</sup>-5<sup>th</sup> Year Packets.
- NLT Mar 1-Dept. committee submits recommendation to Dept. Chair.
- NLT Mar 15-Dept. Chair submits his/her recommendations to College Assist Dean.
- NLT Mar 22-College Assist Dean forwards packets to College Tenure Committee
- NLT Apr 5-College Tenure Committee completes evaluation and submits recommendation to College Dean.
- NLT Apr 19-Dean forwards recommendation to Provost.

# Annual Vs. Tenure Continuance File

## Annual Evaluation Document

- One Year Document
- One CALENDAR Year
- Jan. 1 thru Dec. 31, 2018

## Tenure Continuance Document

- Cumulative Document
- Collection summary of all work since hire at TAMUK thru Dec. 2018
- If previous years elsewhere are counted towards tenure, these items should be included
- Compiles all previous annual evaluations

Faculty in Need of

Post-Tenure Review

Dept AAES: No one

Dept ASVT: No one

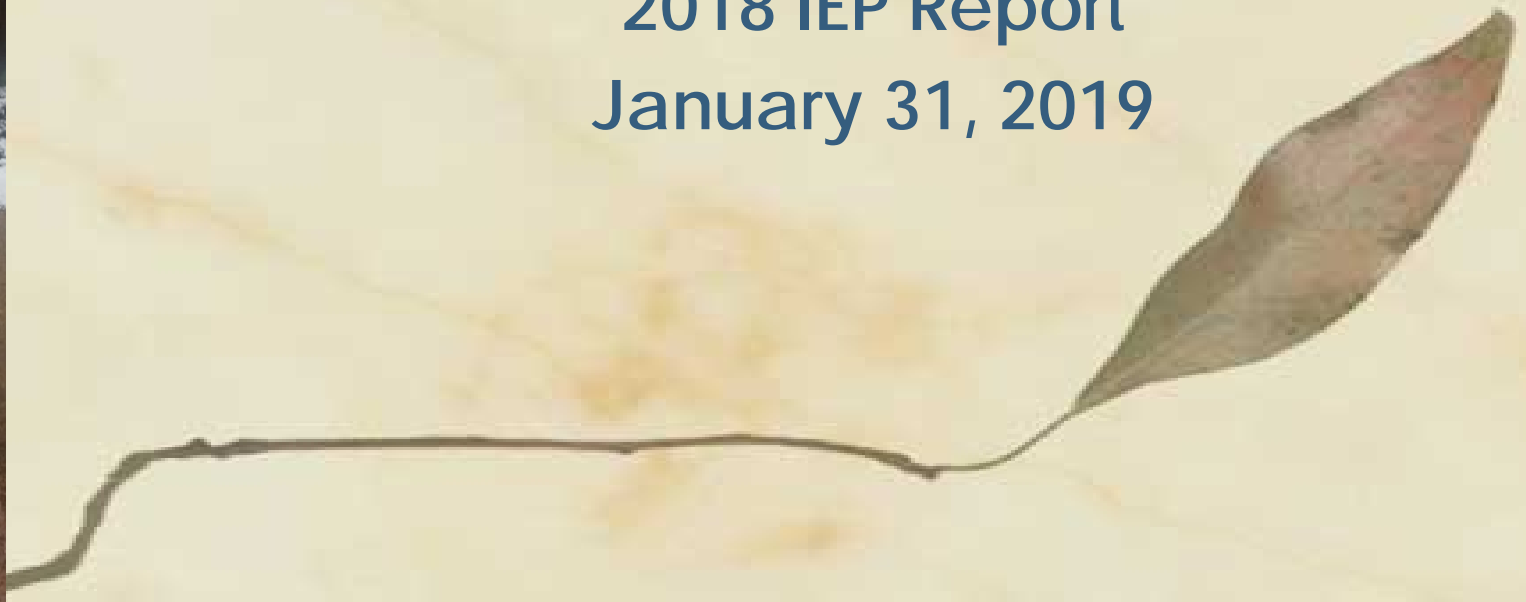
Dept RWSC: No one

Due to Department Chair February 22 – N/A



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

2018 IEP Report  
January 31, 2019







# Kleberg College AGNRHS Vision Statement 2016-2020

## Vision

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.

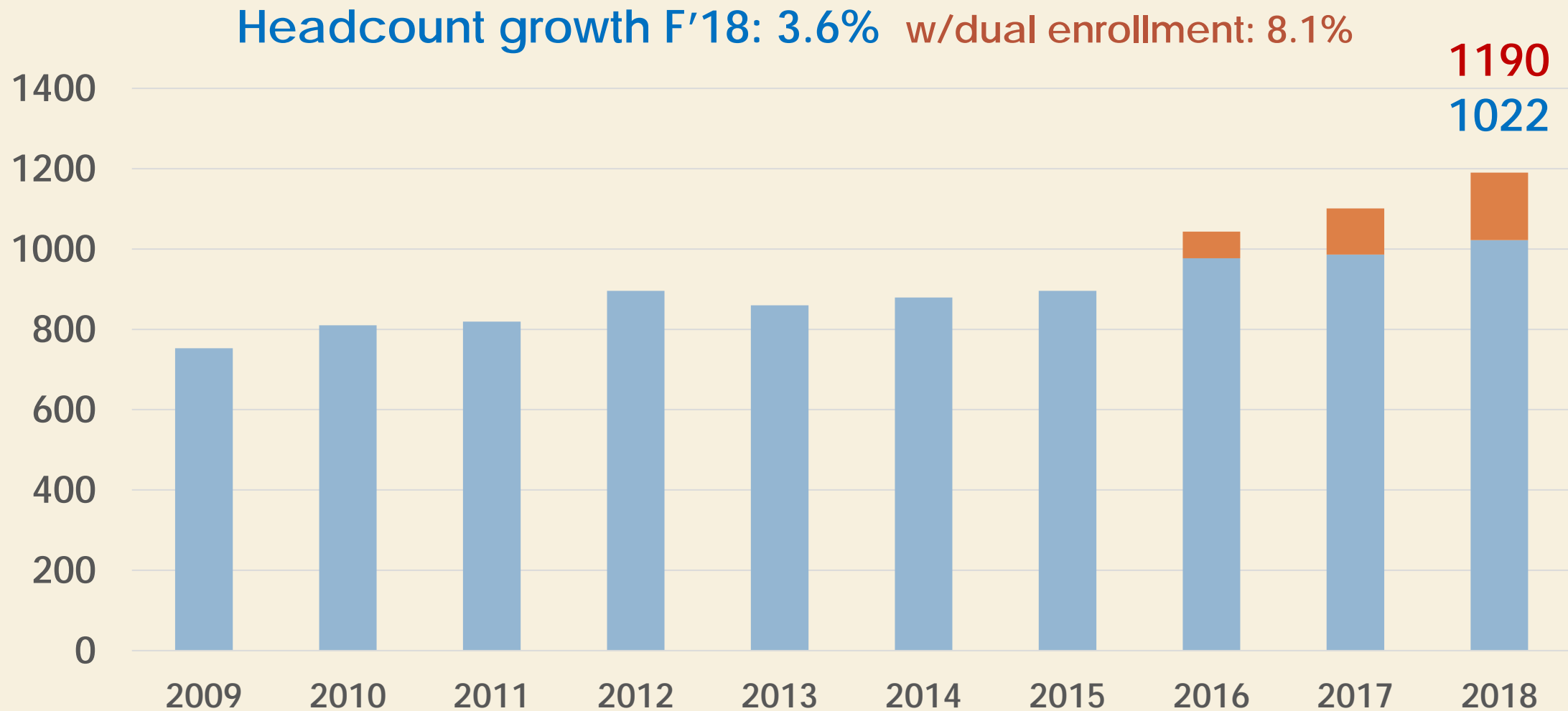


# Kleberg College AGNRHS Mission Statements 2016-2020

## Mission

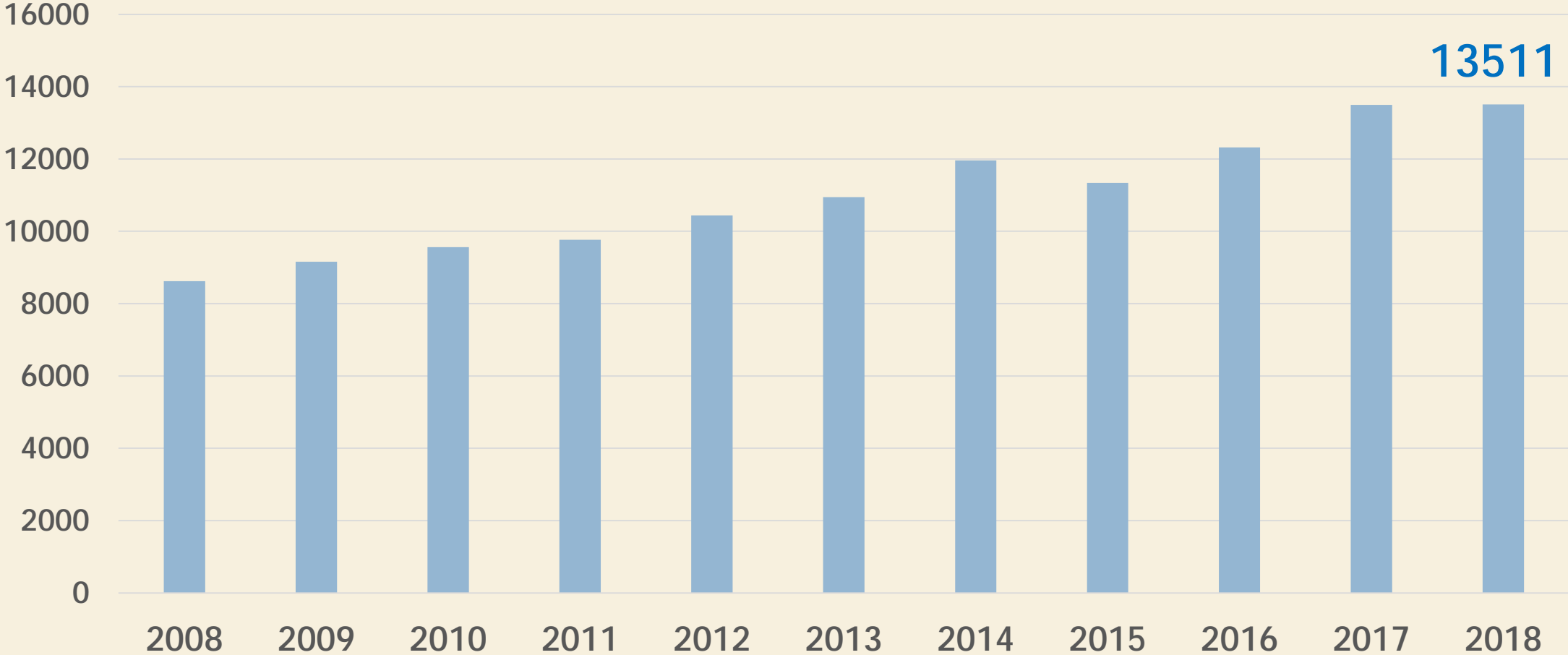
We deliver excellent programs in agriculture, natural resources and human sciences, founded upon experiential learning, that develop critical thinking and leadership skills. Through applied research, outreach and service, we improve the well-being of stakeholders.

# Fall Student Head Count (Goal 5%)

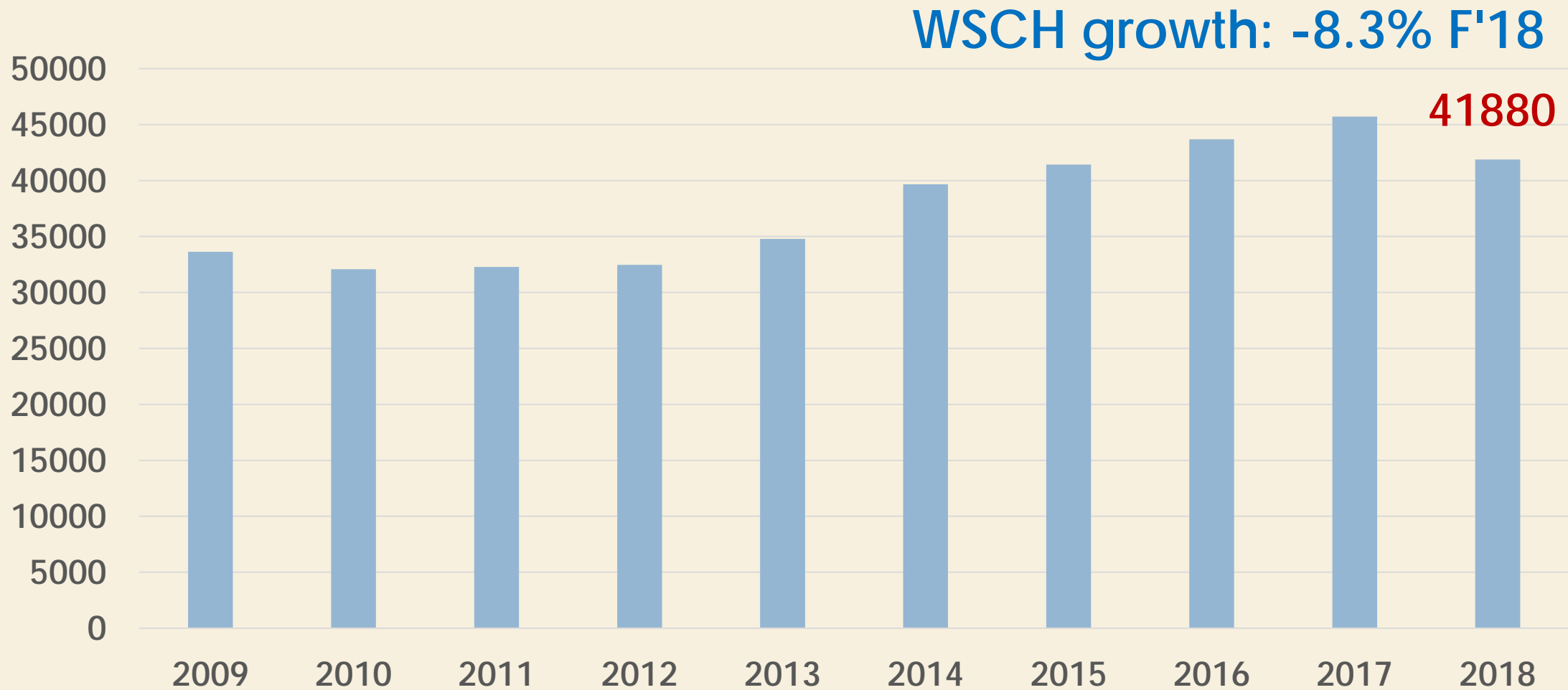


# Student Credit Hours (Goal 3%)

SCH growth: 0.1% F'18



# Weighted Semester Credit Hrs (Goal 3%)



# College & University Graduation Rates (%)

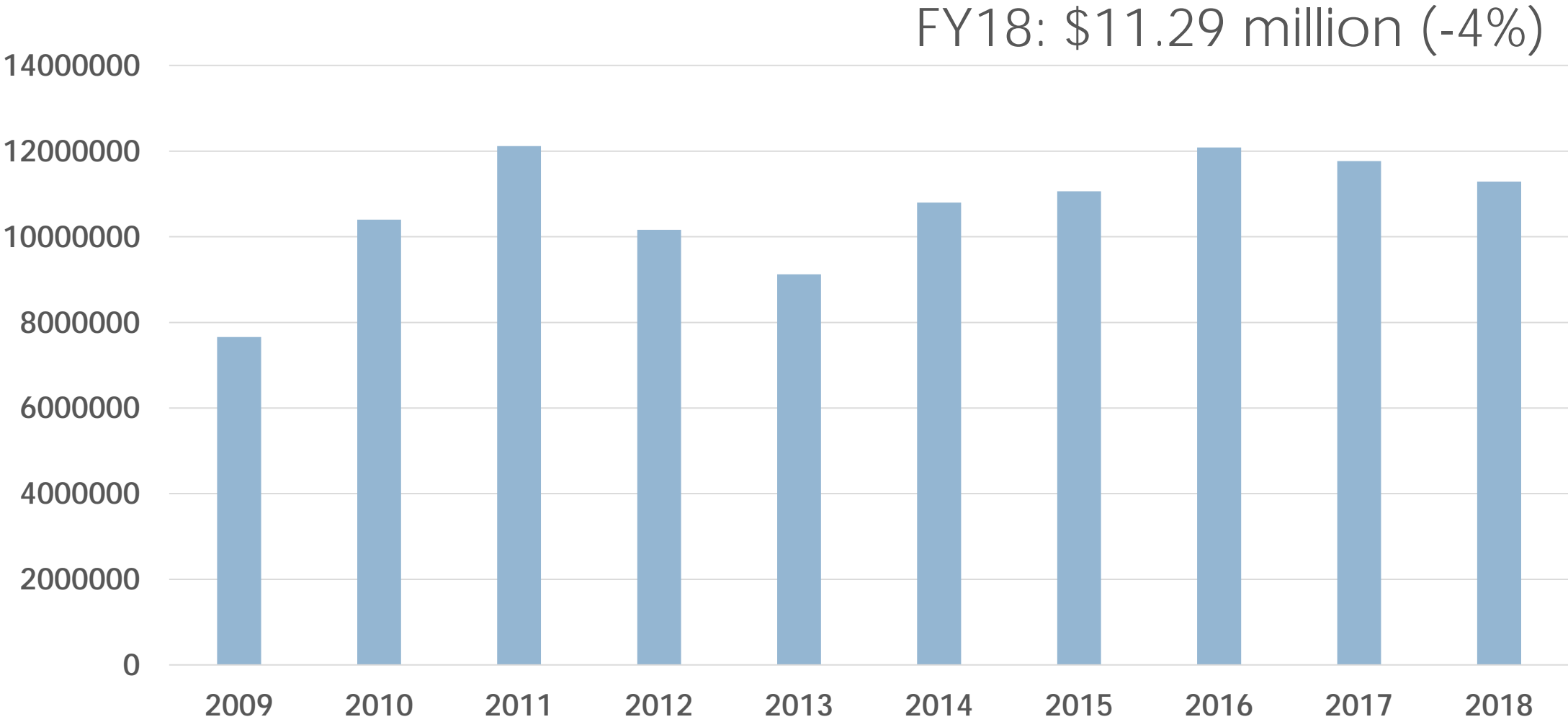
6 yr	2013	2014	2015	2016	2017	2018
College	39	32	34	33	33	39
University	35	36	33	29	35	37
4 yr						
College	18	19	22	17	24	31
University	17	15	19	20	22	23
2 yr transfer						
College	33	25	32	20	25	32
University	50	45	42	39	39	34
4 yr transfer						
College	66	63	65	71	74	57
University	61	68	73	70	66	64

# LBB Performance Indicators

	FY 12	FY 13	FY 14	FY15	FY16	FY17	FY18
Freshman Retention <b>66%</b>	<b>60</b>	<b>61</b>	<b>58</b>	<b>73</b>	<b>76</b>	<b>68</b>	<b>72</b>
Freshman earning degrees 6 yrs <b>33%</b>	<b>37</b>	<b>39</b>	<b>32</b>	<b>34</b>	<b>33</b>	<b>33</b>	<b>38</b>
% course completers <b>92%</b>	<b>99</b>	<b>97</b>	<b>98</b>	<b>98</b>	<b>97</b>	<b>97</b>	<b>98</b>
% lower div crs taught by T/TT faculty <b>60%</b>	<b>84</b>	<b>75</b>	<b>75</b>	<b>68</b>	<b>84</b>	<b>87</b>	<b>82</b>
\$ Research funds 10 mil	<b>10.1 mil</b>	<b>9.1*</b> mil	<b>10.8 mil</b>	<b>11.1 mil</b>	<b>12.1 mil</b>	<b>11.8 mil</b>	<b>11.3 mil</b>

\* Switched reporting to Research Expenditures

# Research Expenditures (\$)





# 2017-2018 College AgNRHS Goals

(Goals 1, 2, 3, 4, 5)

- Increase student enrollment 5%.
- Maintain retention to 74%.
- Sustain 6 Yr Graduation Rates  $\geq$  38%.
- Improve programmatic offerings to attract students.
  - BS Environmental Science minor
  - MS Environmental Systems Management (CoAg/CoBA)
  - Wildlife Photography certificate
  - Move Coop Hort PhD to Joint PhD
  - Increase online course offerings



# Faculty Research Productivity

	2013	2014	2015	2016	2017	2018
<b>% FACULTY RECEIVING GRANTS/CONTRACTS</b>	<b>74%</b>	<b>79%</b>	<b>80%</b>	<b>73%</b>	<b>76%</b>	<b>85%</b>
<b>% OF FACULTY PUBLISHING</b>	<b>75%</b>	<b>68%</b>	<b>78%</b>	<b>75%</b>	<b>76%</b>	<b>79%</b>
<b># REFEREED PUBS</b>	<b>113</b>	<b>74</b>	<b>74</b>	<b>63</b>	<b>59</b>	<b>93</b>
<b>TOTAL # OF SCHOLARLY WORKS</b>	<b>121</b>	<b>84</b>	<b>78</b>	<b>77</b>	<b>76</b>	<b>132</b>
<b># PRESENTATIONS AT PROF MEETINGS</b>	<b>244</b>	<b>172</b>	<b>200</b>	<b>240</b>	<b>293</b>	<b>285</b>
<b># PROFESSIONAL RECOGNITIONS</b>	<b>10</b>	<b>7</b>	<b>17</b>	<b>16</b>	<b>28</b>	<b>12</b>
<b># ELECTED OFFICERS IN PROF SOCIETIES</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>12</b>



# AY18 Accomplishments (Goals 2, 3, 4, 5) and 2018-2019 College AgNRHS Goals

## AY18 Research Achievements

- **> \$265,000 / FTE** research expenditures. (80% participation)
- Publications **≈2.2/yr/FTE**. (79% participation)
- Presentations **>6/yr/FTE**. (83% participation)
- **>13%** UG involved in research.

## AY18 ('19) Research Goals

- Exceed \$200,000/FTE research expenditures. (**>80%** participation)
- Publications 2/yr/FTE. (**80%** participation)
- Presentations 4/yr/FTE. (**85%** participation)
- **>10%** UG involved in research.



# Resource Requests

Dick and Mary Lewis Kleberg College of  
Agriculture and Natural Resources

# Near-Term Resource Requests for **AY 2019-2020** College AgNRHS

Request	Category	Justification align to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?	
<p><b>Renovate Soils Lab KLAG 145</b></p> <p><b>CRITICAL NEED</b></p>	<p><b>Operating</b></p>	<p>To reduce asbestos health hazards during classes; for student comfort and equipment safety.</p> <p>(80 students in intro soils class)</p> <p>Goals 1, 3, 5</p>	<p><b>\$200,000</b></p> <p><b>HEF FUNDS REQUEST</b></p>	<p><b>One-time</b></p> <p><b>See</b></p>	<p><b>Fall 2019</b></p>	<p>1st</p>



## Near-Term Resource Requests for **AY 2019-2020** College AgNRHS

Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
<p style="text-align: center;"><b>START UP FUNDING for 3 New Hires for Replace vacant Chair-Prof ANSC</b></p> <p style="text-align: center;"><b>PLSS-Soils</b></p> <p style="text-align: center;"><b>PLSS-Agron/Hort</b></p>	<b>Operating</b>	<p><b>RDF FUNDS REQUEST</b></p> <p>Three New Faculty members approved for hire Fall 2019 will have research appointments of 25% each and will need start up funding support (Goals 2 &amp; 4)</p>	<p><b>\$120,000</b></p> <p>\$40,000 each</p>	<b>One-time</b>	Fall 2019
<p style="text-align: center;"><b>REPLACE faculty DVM vacancy in VETT</b></p>	<b>Personnel</b>	<p><b>VETT enrollment growth and AVMA accreditation</b> standards require DVM present in surgery and surgery instruction</p> <p style="text-align: center;">Goals 1-5</p>	<p><b>\$90,000</b></p> <p>for 9 months</p> <p>[+\$40,000 RDF start up funds if research involved)</p>	<b>Recurring</b>	Fall 2019



## Near-Term Resource Requests for **AY 2019-2020** College AgNRHS

Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
<b>HEF Funds</b>  Install Lighting at Citrus Center for Parking Lots and Front Ground Areas AND Keypad Card Swipe access for upstairs labs, faculty and grad offices	<b>Operating</b>	<b>HEF FUNDS REQUEST</b>  Provides for Student Safety to College of AGNR and Education students at night  (Note: Solar light poles can be done for much less at \$25,000) (Goals 3 and 5)	<b>\$120,000</b>  (electrical option)  AND  \$25,000 keypad card swipe installation	<b>One-time</b>	Fall 2019
<b>Hire New Academic Advisor for College</b>	<b>Personnel</b>	College AGNR academic advisors still have the highest headcount load. One more is needed due to student growth and improve morale. (Goal 3 and 5)	<b>\$40,000</b>  [+benefits)	<b>Recurring</b>	Fall 2019





## Near-Term Resource Requests for **AY 2019-2020** College AgNRHS

Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
<b>HEF Funds</b>  <b>Repair Swine Unit at Univ Farm</b>	<b>Operating</b>	<b>HEF FUNDS REQUEST</b>  For IACUC animal care and safety. Increase farm operating budget  (Goals 1, 3, 4, 5)	<b>\$30,000</b>	<b>One-time</b>	Fall 2019
<b>HEF Funds</b>  <b>Renovate Grad Cubicles in HS Bldg</b>  <b>Human Science Bldg Room 134</b>	<b>Operating</b>	<b>HEF FUNDS REQUEST</b> All AGSC, ANSC, RWSC MS grad students use this room, needed for student safety. (Goal 3)	<b>\$30,000</b>  Electrical drops. (\$9,000)  10 GB hub and data drops. (\$21,000)	<b>Recurring</b>	Fall 2019



## Long-Term Resource Requests for AY 2010-2021 and 2021-2022 College AgNRHS

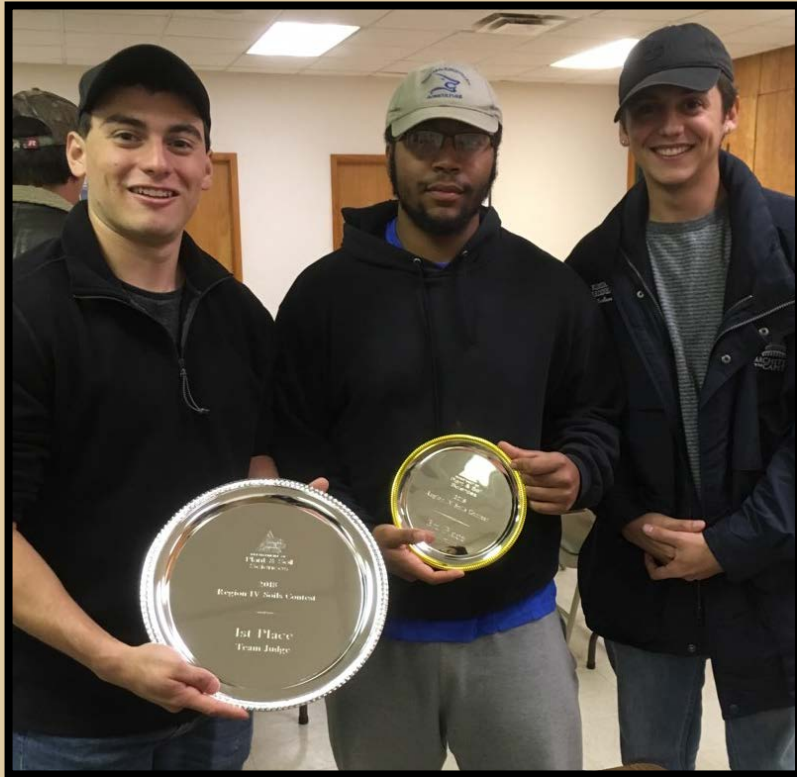
Priority	Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
1	Maintain financial support for research centered specialty line items, depending upon state funding support	<b>Operating</b>	Improve research capabilities (Goals 2,3, 4, 5) Citrus Center, and CKWRI	Up to \$843,000  <b>CC \$600K</b>  <b>CKWRI \$243K</b>	<b>Recurring</b>	Fall 2019
2	Maintain financial support for educational centered Line Items, depending upon state funding support	<b>Operating</b>	Improve teaching capabilities (Goals 1, 3, 4, 5) VETT, and KRIRM	Up to \$1,030,000  <b>VETT \$750K</b>  <b>KRIRM \$280K</b>	<b>Recurring</b>	Fall 2019

## Long-Term Resource Requests for AY 2010-2021 and 2021-2022 College AgNRHS

Priority	Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
3	New Assistant Professor FTE ENVR (Environmental Science faculty member with 75% teaching/25% research) Dept AGSC	<b>Personnel</b>	Faculty member needed to teach courses in new AGSC-ENVR B.S. concentration, and newly proposed independent B.S. and M.S. degrees in Environ. Sci. & Environ. Management.	<b>\$70,000</b> + benefits (+\$40,000 RDF start up funds)	<b>Recurring</b>	Fall 2019
4	New staff: Licensed Veterinary Technician	<b>Personnel</b>	Program Growth & AVMA accreditation Improves VETT course instruction, student recruitment, externship education, animal welfare & care (Goal 1,2,5)	<b>\$48,000</b> + benefits	<b>Recurring</b>	Fall 2019

## Long-Term Resource Requests for AY 2010-2021 and 2021-2022 College AgNRHS

Priority	Request	Category	Justification aligned to objective(s)	Cost (\$)	One-Time or Recurring?	When Needed?
5	New College AGNR Farm renovation*	<b>Operating</b>	Improve program effectiveness, animal care and use, and student safety. (Goals 1, 3, 5)	\$500,000	<b>Recurring</b>	Sum 2020
6	New College AGNR Building	<b>Operating</b>	Improve program effectiveness.  Needed for Student Safety: Heat stroke a problem in Ag Mech bldg  (Goals 1, 3, 5)	\$25 million	<b>One-time</b>	Sum 2022



THANK YOU.  
QUESTIONS?



# Dick & Mary Lewis Kleberg College of Agriculture & Natural Resources

