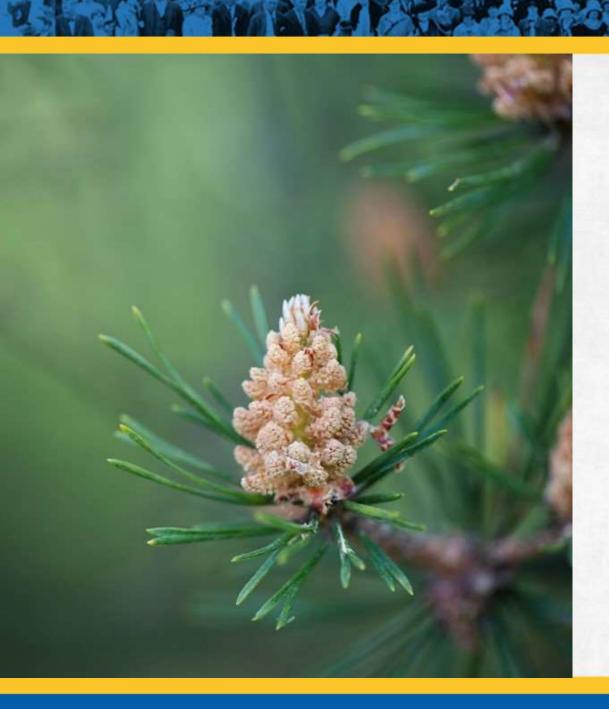
Fall 2025 College Meeting



DICK AND MARY LEWIS KLEBERG COLLEGE OF AGRICULTURE AND NATURAL RESOURCES



Pelcome



Caring Campus

Dr. Lisanne Petracca

What is Caring Campus?



Students come where they are welcome and stay where they feel cared about.



Caring Campus is based on decades of research documenting that students who feel connected to their university are more likely to complete and succeed in their courses, persist from semester to semester, and achieve their educational goals.



BEHAVIORAL COMMITMENTS

- Before first day of class: Clearly communicate about the course
- 1st day of class: Engage students in a 1st day experience
- Within the first week of class: "What's your story" paper
- Within first 2-3 weeks: Learn and regularly use students' preferred names
- Within first 2-3 weeks: Create caring moments
- Within first 2-3 weeks: Provide frequent and constructive feedback, and assign and assess early
- Throughout the semester: Continue with moments that matter and anticipate the need for situational fairness



FALL WORKSHOPS

Connection=Engagement

Strategies to create meaningful moments that build early student connections and boost retention.

September 9, 2025 @ 12:30 – 2 pm

September 10, 2025 @ 12 – 1:30 pm

Welcome. Inspire. Engage

Practical applications to engage with your students before and at the start of the Spring semester.

November 4, 2025 @ 12:30 – 2 pm

November 5, 2025 @ 12 – 1:30 pm

Lunch provided for first 30 registrants

Retirement



Rangeland and Wildlife Sciences

Rachel Perez
Administrative Associate V
30 years of service



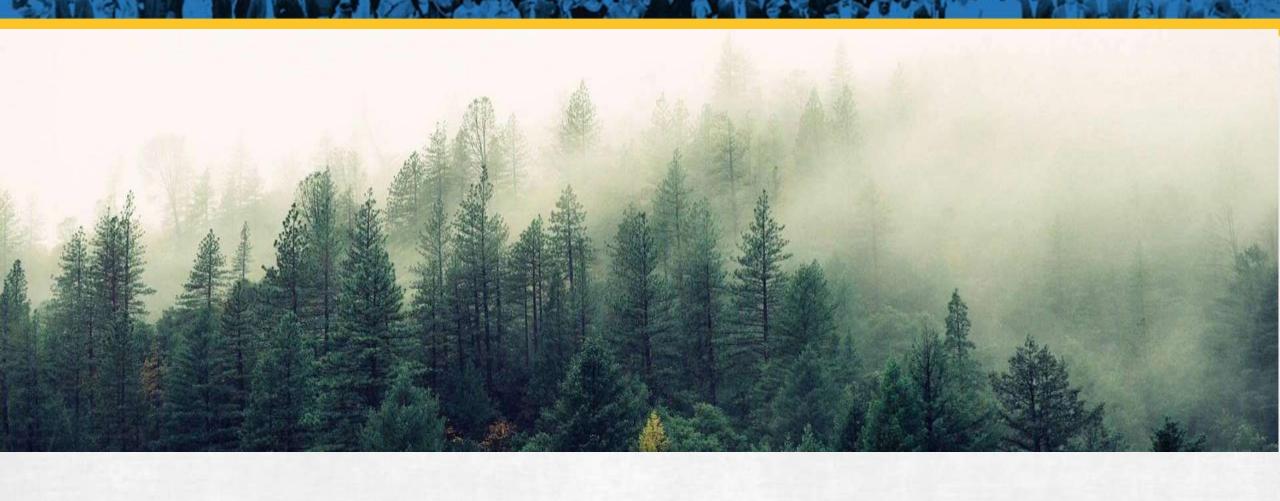


Rangeland and Wildlife Sciences / Caesar Kleberg Wildlife Research Institute





Dr. Sandra Rideout-Hanzak
Professor,
Restoration & Fire Ecology
15 years of service



Promotions

Dean's Office

Dr. Jason Apple, Professor Associate Dean of Academic Affairs & Undergraduate Studies Dr. Bart Ballard, Professor, Dept. Chair,
Associate Dean of Research
& Graduate Studies

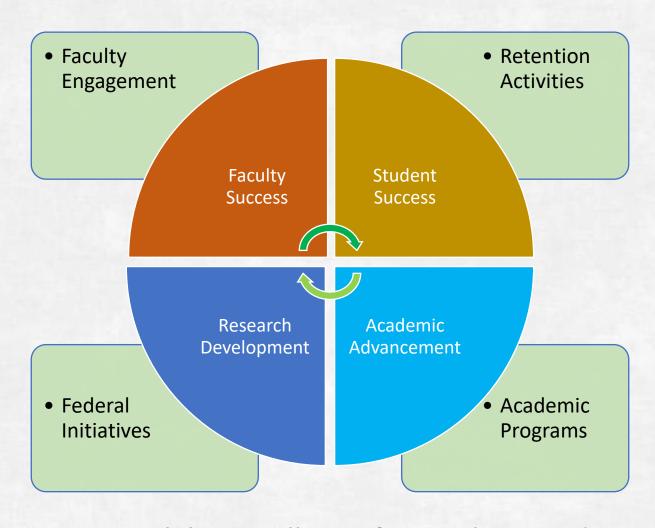




Agriculture, Agribusiness, and Environmental Sciences

Dr. Consuelo Donato
Instructional Associate Professor
and Director of Strategic Initiatives





Dick and Mary Lewis Kleberg College of Agriculture and Natural Resources

Agriculture, Agribusiness, and Environmental Sciences



Dr. Zachary Nowak
Assistant Professor

Dr. Tanner Machado
Interim Department Chair
and Professor





Amanda Ashcraft

Administrative Associate IV

Dr. Cariann Galloway

Associate Professor of the Practice

and Jo & Bruce Gunn Endowed

Executive Director for the

Veterinary Technology Program





Christine Hoskinson

Director of Academic Affairs Veterinary Technology Program Dick and Mary Lewis
Kleberg College of
Agriculture and
Natural Resources

Position Changes



Agriculture, Agribusiness, and Environmental Sciences

Dr. Ben Turner
Associate Professor
Laura and Robert Underbrink
Endowed Chair in Agribusiness



Rangeland and Wildlife Sciences / Caesar Kleberg Wildlife Research Institute



Dr. Fidel Hernández

Regents Professor,

Sue and Radcliffe Killam Chair for Wildlife, Livestock, and Habitat Interactions

Joint position between CKWRI and KRIRM that will involve research, graduate student advisement, outreach and teaching.

Meet our CoAGNR Advisors



Gina Merzbacher Interim Team Lead AGBU, AGSC & RWSC



Jackie Vela (46+ hrs) ANSC, VETT, & RWSC



Jazmine Auces (46+ hrs) AGBU and AGSC



Meghan Martinez (0-45 hrs) ANSC

PROMOTION & TENURE GUIDELINES UPDATE

Promotion & Tenure Timelines

Promotion &/or Tenure Timelines

Promotion & Tenure – **Dr. Diane Friend, Dr. Jennifer Smith & Evan Tanner**Promotion - **Dr. Benjamin Turner** (Full)

NLT 9/22/25 - Faculty member submits material as an E-Portfolio to Watermark.

NLT 10/06/25 - Chair of the Departmental Continuation Committee posts recommendations to Watermark and provides copies of recommendations to faculty members directly.

NLT 10/14/25 - The Department Chair posts recommendations to Watermark and provides copies of recommendations to faculty members directly.

NLT 10/31/25 - Chair of the College Continuation Committee posts recommendations to Watermark and provides copies of recommendations to faculty members outside of Watermark.

NLT 11/17/25 - The College Dean decides for or against continuation and posts the decision in Watermark. The College Dean notifies the faculty member and the Provost of the decision.

Promotion &/or Tenure Timelines Fourth – Fifth Year Continuation

4th - Drs. Joel Cabrera, Aditya Singh & Ashley Tanner 5th - Drs. Paul Holland, & Ann Staiger

NLT 9/22/25 - Faculty member submits material as an E-Portfolio to Watermark.

NLT 10/06/25 - Chair of the Departmental Continuation Committee posts recommendations to Watermark and provides copies of recommendations to faculty members directly.

NLT 10/14/25 - The Department Chair posts recommendations to Watermark and provides copies of recommendations to faculty members directly.

NLT 10/31/25 - Chair of the College Continuation Committee posts recommendations to Watermark and provides copies of recommendations to faculty members outside of Watermark.

NLT 11/17/25 - The College Dean decides for or against continuation and posts the decision in Watermark. The College Dean notifies the faculty member and the Provost of the decision.

Promotion & Tenure Timelines

First - Third Year Tenure Continuation

1st –Dr. Zachary Nowak 2nd – Drs. Tolulope Agunbiade, Long Gao & Sajjad Hussain 3rd – Drs. Sanku Dattamudi, Blessing Nsofor, Levi Heffelfinger & Lisanne Petracca

- **NLT 1/21/26** First-, second- and third-year probationary faculty members submit completed portfolios to Watermark.
- NLT 2/4/26 Chair of the Departmental Continuation Committee posts recommendations to Watermark and provides a copy of the recommendation to faculty members directly.
- NLT 2/13/26 Department Chair posts recommendations to Watermark and provides a copy of the recommendation to faculty members directly.
- NLT 3/4/26 Chair of the College Continuation Committee posts recommendations to Watermark and provides a copy of the recommendation to the faculty member outside of Watermark.
- NLT 3/23/26 College Dean decides for or against continuation and posts the decision in Watermark. The College Dean notifies the faculty member and the Provost of the decision.

Post-Tenure Review

Post-Tenure – Dr. Scott Henke & Dr. Greta Schuster

- NLT 2/02/26 Faculty members considered for post-tenure review submit completed portfolios to Watermark.
- NLT 2/11/26 The Triad-Committee posts recommendations in Watermark.
- NLT 2/20/26 Department Chair reviews portfolios, posts recommendations in Watermark, and provides copies of recommendations to faculty members outside of Watermark.
- NLT 3/06/25 College Dean reviews portfolios, posts recommendations in Watermark, and provides copies of recommendations to faculty members outside of Watermark. In the case of a negative recommendation, the College Dean will form the triad committee.

Annual Evaluations All Faculty Members Must Submit One

- NLT 1/31/26 Faculty members submit completed portfolios to Watermark.
- Department Chair conducts face-to-face meeting with faculty member, posts evaluations to Watermark, and provides copies of evaluation to faculty members outside of Watermark.
- Department Chairs will submit evaluation letters on Watermark.

Promotion & Tenure Guidelines

- Graduate Student Timeline to completion
- PhD student count
- Provost Palmer's philosophy shared with Deans

Postdoctoral Research Positions

- New hire titles for postdoctoral researchers:
- Research Scientist or Postdoctoral Research Associate (PhD required titles) Exempt
- Research Associate (does not require a PhD) -Grade 7
- No longer initiate hires with title as Research Assistant Professors



Critical Items to Remember All Faculty Members

- Full C.V. Up to Date Prior to 1st Class Day of Semester. Submit to Susan Dietz (Bold - semester courses taught)
- Short C.V. Upload in Blue & Gold –
 Dept Admin Associate can help upload for all courses
- Syllabus Upload in Blue & Gold Must indicate SLOs target for course.
 Deadline to upload is 1st Class Day. (tomorrow: Wed January 22nd)

Critical Items to Remember All Faculty Members – cont.

- Teacher Load Reports
- Low Enrolled Class Forms (Laserfiche Link)
- Faculty, Dept Chair, and Dept Admin Assistant pay attention to class enrollment
 2 weeks before 1st class day
- Encourage students to enroll
- Only Dept Chairs can cancel a course
- Reassigned Time Request Forms (only needed if appointment changes);
 Need to fill out research outcomes for semester (2nd page)

Artificial Intelligence (AI)

Transforming the way we live, work, and think

A.I. Proficiency Enhancement:

List of Potential Al Resources on College Website

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   of b&&e[b]()})}var c=function(b,d){this.options=a.extend({}},
 proxy(this.checkPosition,this)).on("click.bs.affix.data-api"
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Highlights USDA EKDLG Fellowship





Dick and Mary Lewis Kleberg College of Agriculture and Natural Resources





Monday September 15, 2025

Support Your Dept or Institute
Get the word out

If you have a potential donor and idea, let us know

Dick and Mary Lewis Kleberg College of Agriculture and Natural Resources

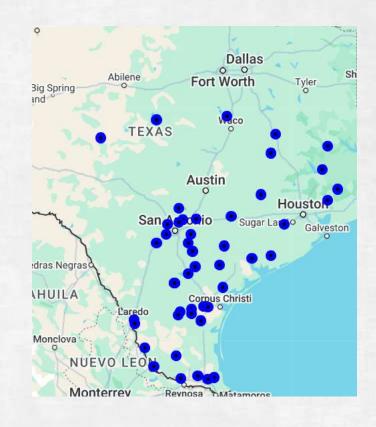
15th Annual Project Show April 2026

2025 Impacts:

- ➤ 382 student participants
- ➤ 121 Ag Mech projects
- > 44 TAMUK volunteers
- ➤ 25 TAMUK alumni judges



Monday September 15, 2025



New Named Operating Funds Endowment Established:

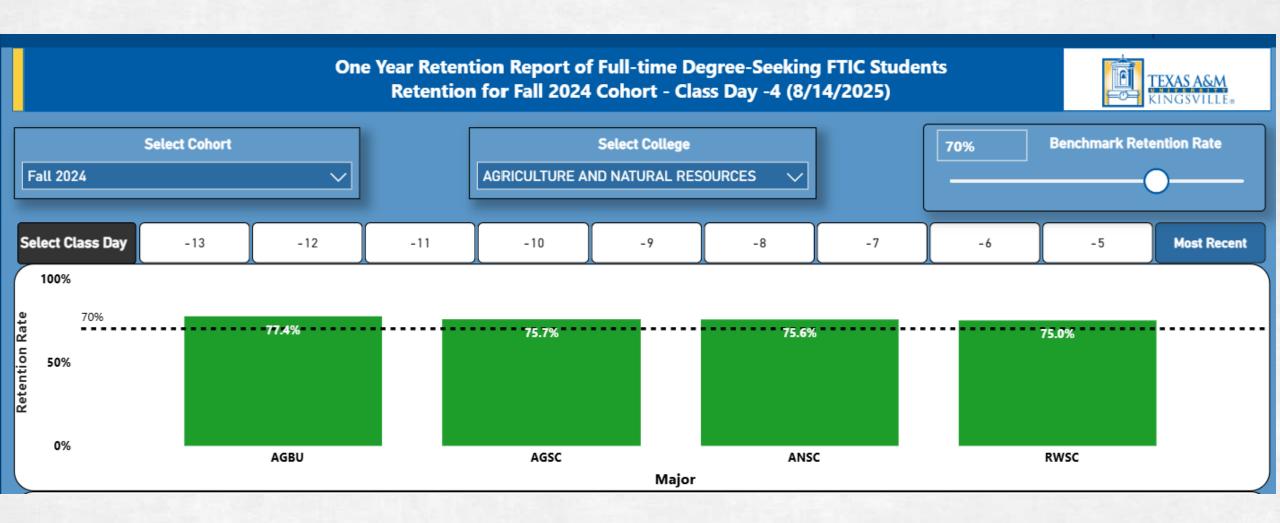
Jerome Tymrak Ag Mechanics Project Show

Dick and Mary Lewis Kleberg College of Agriculture and Natural Resources

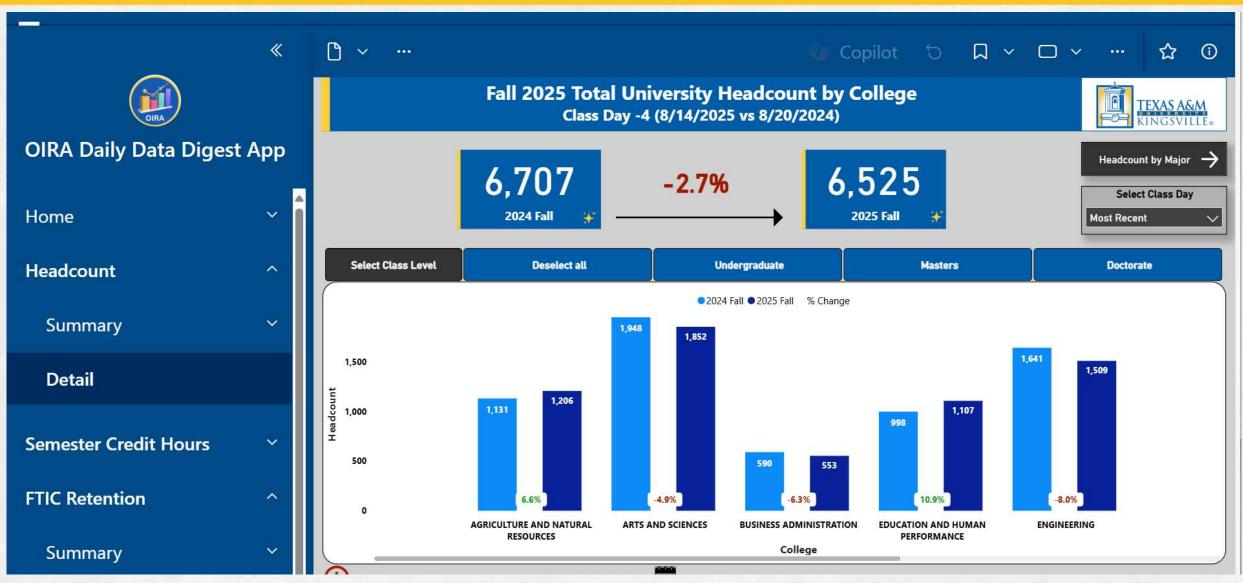
Retention: Impacts

Dick & Mary Lewis Kleberg
College of Agriculture
& Natural Resources

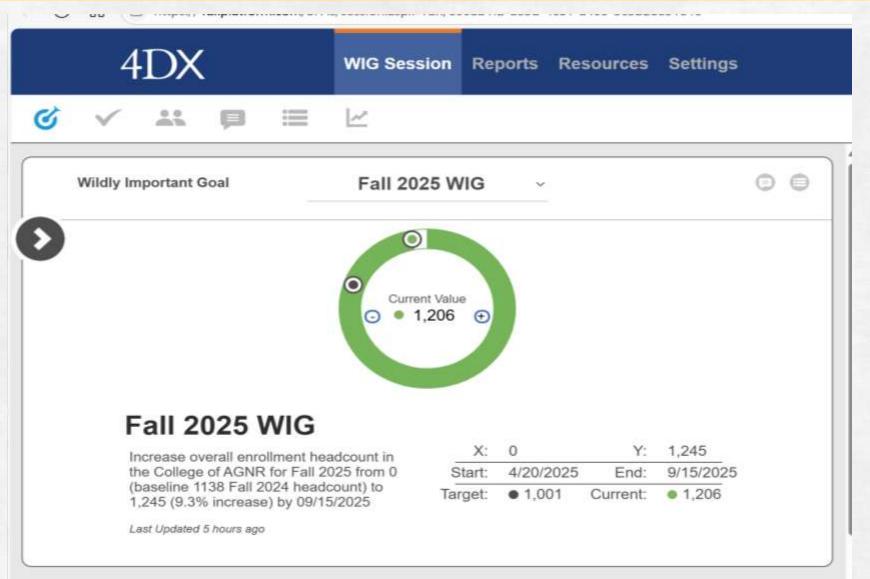




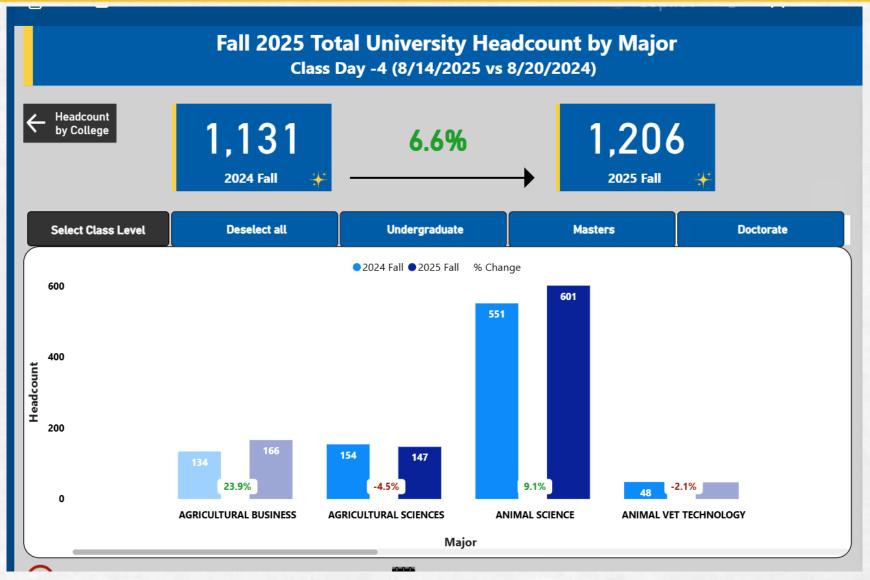
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College Headcount Growth

Fall to Fall Semesters



Spring 2025
Retention/Registration
Events

Dick & Mary Lewis Kleberg College of Agriculture & Natural Resources



JANUARY 23 – RETENTION EVENT HOT CHOCOLATE BAR







FEBRUARY 14 – RETENTION EVENT WAFFLE BAR







FEBRUARY 25 – RETENTION EVENT CINNAMON ROLLS



MARCH 6 OUTSTANDING STUDENT AWARD DINNER









MARCH 10 – RETENTION EVENT BREAKFAST TACOS









APRIL 8 – RETENTION EVENT NACHO BAR



APRIL 9 – RETENTION EVENT



APRIL 17 CENTENNIAL AWARDS DINNER



APRIL 21 DEAN'S LIST STUDENT LUNCHEON



APRIL 22 – AG MECH SHOW



APRIL 23 – REGISTRATION EVENT TOM'S TRUCK



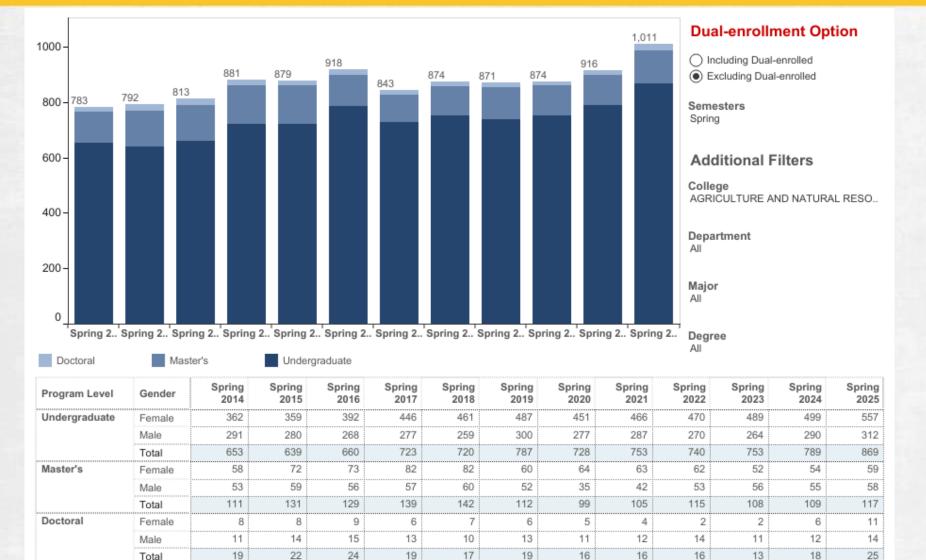
MAY 5 – REGISTRATION EVENT

SUBWAY



MAY 7 – REGISTRATION EVENT LOTERIA





Completed by the Office of Institutional Research. Last updated on April 24, 2025.

Total

1,011

Spring to Spring Semesters



Coming together in the beginning.

Keeping together in progress.

Working together is success.





Have a great semester!





Dick and Mary Lewis Kleberg College of Agriculture and Natural Resources