

**Department of Crop and Soil Sciences
Program Review
(last revised 12/21/2007)**

Major Issues and Departmental Response

Review Committee:

Doug Bailey (Chair, Unit nominee)
Ursula Dietrich (PRAC Representative)
Tom Sims (External Reviewer)
Jeff Fisher (Dean Nominee)

Major Issues and Recommendations

ISSUE: *The Review Team recommends that the Department Head convene a faculty workshop/retreat on this matter and invite the Dean of CAES, the Associate Dean for Instruction, and Heads of other departments engaged in interdisciplinary majors to participate.*

RESPONSE: The department held a state-wide teaching workshop on August 6th, 2007. The following issues were discussed (see Attachment A)

1. Status of state-wide teaching program
2. Institutional versus local needs and responsibilities.
3. Peer evaluation of teaching at all three locations. Department has changed process to accommodate location specific issues such as peer review and committee membership (see Policy and Procedure for Peer Review of Instruction)
4. Management of courses and curriculum
 - A. Department has state-wide a curriculum committee. Each major has a standing member on the committee. Curriculum issues are discussed and, if appropriate, voted on by faculty.
 - B. Archive all courses on the web
 - C. Curricula changes discussed by locational (Tifton and Griffin) and departmental committees
 - D. Instructor of record regulations for TAs.
5. Distance education
 - A. Use of technology at discretion of faculty buy approved by Curriculum Committee
 - B. All Distance Education courses must have an "E" prefix.
6. Assessment

The department holds a teaching workshop each year following our Fall faculty meeting.

ISSUE: *There is a need for significant improvement and CAES investment in technology resources and IT staff to support distance education for the Athens/Griffin/Tifton campuses.*

RESPONSE:

1. Department has invested in technology (Tamberg) to allow faculty/staff/student to conveniently communicate via our video on teleconference.
2. Department has meetings via teleconferences and Tamberg
3. Executive committee meets via teleconferences
4. Department is continuously updating web based resources and will continue to work with CAES to ensure adequate funding to support this essential resource.

ISSUE: *The review team recommends instituting a more aggressive recruitment plan among students with B.S. and M.S. degrees received at UGA. Efforts to obtain competitive fellowships from within UGA or externally (e.g. USDA National Needs) could be useful in the recruitment of high quality graduate students.*

RESPONSE:

The Department has an aggressive recruitment plan in place.

1. Updated brochures
2. Numerous recruiting/marketing items
3. Department display is used at various events:
 - a) professional meetings
 - b) state events
 - c) campus events
 - d) display and brochures will be available for download
4. North campus general interest courses
 - a) Water resources
 - b) Agro Security
 - c) Turfgrass
 - d) new courses - "The Environment and You"
5. A department faculty member is PI on an Agro Security national grant to develop and offer a certificate in Agro security

ISSUE: *The CRSS Department Head and CAES Dean should increase efforts to personally engage department faculty at all three campuses in long-range planning and in the development of a strategic plan for the department.*

RESPONSE:

Executive committee and faculty have recommended that the department review the existing strategic plan. This will occur at the 2008 Spring Faculty meeting. The extension faculty met in October 2007 and unanimously agreed that the current strategic plan is relevant to existing programs.

ISSUE: *As there are no specific responsibilities of the REIs listed in the departmental bylaws, the review team recommends drafting a position description and clarifying the administrative responsibilities of the REIs.*

RESPONSE:

Bylaws will be revised to reflect more specifically reflect responsibilities.

ISSUE: *The review team recommends that extension faculty develop a strategic plan and identify resources that will facilitate “mass delivery” of basic extension education programs in balance with the current, effective technology transfer programs.*

RESPONSE:

Extension faculty and Administration meet each year to discuss strategic and tactical issues. This year we will meet to specifically address the department’s strategic plan and discuss its relevance to Extension. (See Attachment B)

ISSUE: *The review team encourages the initiation of a systematic process to provide college, UGA, or external funding for core equipment and facilities that can be shared by scientists in various CAES departments.*

RESPONSE:

The department continuously discusses core versus extramurally funded equipment and facilities. We believe we have the appropriate balance; however, we will continue to encourage leveraging state resources with grant funding. The Department has a policy of “sharing 25%” of departmental IDC with faculty. Department Royalty funds are used to leverage faculty resources. Greenhouse and Farm operations are subsidized with extramural funds.

ISSUE: *Increased efforts are necessary to attract and recruit minority students, for example, through establishment of and/or increased participation in existing recruitment programs, such as Young Scholars program.*

RESPONSE:

The department does everything possible to recruit under represented students:

- 1) active participation in Young Scholars program
- 2) broad recruitment efforts - local, state, national
- 3) broadly advertise student scholarships and departmental majors

Attachment A

FALL TEACHING WORKSHOP
CROP & SOIL SCIENCES

AGENDA

- Opening Statement
- Status-Statewide Teaching Program
- Peer Evaluation of Teaching
- Management of Courses
- Management of Curricula
- Distance Education
- Assessment

Statistics on Majors

MAJOR	Spring 2006	Spring 2007
Turfgrass Management	34	28
Water & Soil Resources and Env. Soil Science	13	24 (BSFR #??)
Environmental Chemistry	3	10
Agriscience & Environmental Systems	28	40 (6 Athens)
Environmental Resource Science	10	10
TOTAL	88	112

Program Review Comments

- ERS & TRF major need required internship
- Greater study abroad participation
- Course with service learning component
- Semester by semester guide to majors
- Lack of CAES and CRSS oversight to multidisciplinary majors and multi-locational majors
- Redundancy in course offerings among three campuses
- Lack of CRSS ownership of BTEC major
- Low % of faculty involved in teaching

Peer Evaluation of Teaching

1. Current system
 - a. Assistant Professors w/ teaching appointment before 3-year review and before promotion and tenure need to have one course evaluated
 - b. Associate Professors w/ teaching appointment before promotion to professor need to have one course evaluated
 - c. Professors w/ teaching appointment at each post-tenure review period need to have one course evaluated
 2. Committee made up of three members
 3. Course syllabus, exams, and other materials sent to external (to UGA) evaluation
 4. Committee members visit course lecture at least once during the semester
 5. Committee makes recommendations
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Peer Evaluation of Teaching

1. Schedule of peer evaluation through 2011
 - Fall 2007 – Harris, Hook, Radcliffe
 - Spring 2008 – Hendrix, West, Hartel
 - Fall 2008 – Chee, Miller
 - Spring 2009 – Cabrera, Karnok
 - Fall 2009 – Hill, Vencill, Huang
 - Spring 2010 – Brown
 - Fall 2010 – Grey, Waltz, Beasley
2. How should committees be comprised to reflect the statewide nature of our teaching program?

Management of Courses

1. Communication of course inventory (web page, etc.)
2. Coordination of course content for same course taught in multiple locations

Management of Curricula

Better coordination of Crop & Soil Sciences and various interdisciplinary and multi-locational majors

CRSS & Tifton Curriculum Committee
CRSS & Griffin Curriculum Committee
CRSS and Applied Biotechnology

Decision making process
Scholarships

Scholarships

Awarding of scholarships
Archiving of all scholarships

Distance Education

1. Should we develop a list of courses that would be suitable for distance education at Athens, Tifton and Griffin?
 2. What infrastructure requirements do we need?
 3. Are there any additional personnel requirements (i.e. TA's to run equipment during lecture)?
 4. Faculty attendance at downlink site
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Major Assessment

Learning Outcomes

WSR – Students will be able to understand and solve environmental problems.....

TRF – Students will have a broad understanding of disciplines related to turfgrass management.....

Expected Results

WSR – Graduates will be expected to develop broad understanding of the sciences related to soils, environmental conditions.....

TRF – Graduates will develop broad understanding of disciplines related to turf management and strong communication skills

Faculty Involvement

Undergraduate Teaching Committee will formulate assessment techniques; compile assessment results, and communicate back to the faculty at large

Assessment Methods

Faculty

- Course evaluations
- Peer review evaluations

Majors

- Senior exit interviews
 - Internship evaluations
 - Alumni survey
 - Employer survey
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Alumni Survey – Usefulness of Courses

	1998	2006
Plant Sciences	1.7	2.56
Soil Sciences	1.3	1.33
Chemistry & Math	2.7	3.33
Communication	1.4	1.5

1 = very valuable; 5 = no value

Alumni Survey – Summary

	1998	2006
Advisement	1.82	2.17
Faculty Interest	1.58	1.61
Classroom	1.58	1.61
Laboratory	2.3	1.6
Job Placement	2.5	1.95

1 = very valuable; 5 = no value

Alumni Survey

Since the survey was started in 1995, > 90% of survey respondents were satisfied or very satisfied with their experience at the University of Georgia

Assessment Impact

Improve professional develop of students (resume prep, job interview skills, etc.)

Changes in curriculum such as addition of business courses and changes in some science requirements

Addition of communication requirements

Attachment B

Crop and Soil Sciences- UGA
Extension Faculty Departmental Meeting
Oct. 30, 2007 Minutes
Horticulture Bldg
Tifton GA

Faculty attending: Donn Shilling, Dewey Lee, Tim Murphy, Eric Prostko, Scott Tubbs, Dennis Hancock, John Woodruff, Clint Waltz and John Beasley.

Faculty not present: Glen Harris, Steve Brown, Stanley Culpepper, J.M. Moore

Agenda and handouts provided.

The Department Head opened the meeting with a statement of appreciation for faculty making the annual extension departmental meeting. He made several general statements regarding the follow-up of the departmental review. The review team suggested a strategic plan for Extension should be developed. The faculty discussed reviewing the existing strategic plan to determine its relevance. Copies of the strategic and operational plans were provided for the discussion.

The strategic plan was discussed to determine the relevance to the extension faculty's current and future needs. Only two concerns were identified: Issue 2: should we consider the addition of an energy or bio-fuel program; and Issue 4: should additional consideration of new technology in soil remediation be considered. No other comments were made for Issues 1, 3, 5 and 6.

The faculty determined there were not enough major issues to seek changes to the existing strategic plan or the development of a new plan. It is broad enough to guide Extension. A motion was made to accept the existing plan and it was seconded. A vote to accept the present strategic plan was unanimously affirmative.

The existing operational plan was discussed. A formal mentoring program was discussed. The faculty generally agreed that by default an informal mentoring program existed (arising from the commodity team approach to issue programming). A possible problem could occur when there are few faculty at a location. For example Dennis Hancock is the only Extension faculty member in Athens with no other full time Extension faculty member.

Several issues regarding tactical problems, positions, resource allocation between research and extension were discussed. The group discussed how we should confront issues such as water and natural resource management within the traditional extension delivery system. The question of how to address some of the broad environmental issues was discussed. More and more research faculty are involved in translating research into environmental outreach programs (water, on-site waste water management, waste management, etc). Strategically do we need to convert and extend this information via the traditional extension role? Mr. Rad Yager is beginning to provide an Extension component to water issues at the Stripling Irrigation Park and believes there is an opportunity for specialist to be more involved. There was discussion to consider hiring someone

with responsibilities for water resources.

The Associate Dean of Extension discussed the banner programs (one being water). In-house resources such as contingency funds and grants through EPD will be used to support those already involved in water-related issues particularly the larger more visible team efforts.

A description of how the Green industry is an example of a private/public coalitions (business coalition interacting with government officials) focused on determining the economic impacts of water loss.

Split appointments were discussed. Tim Murphy's replacement may be a three-way split: extension, research and teaching. Teaching is taking more time because several extension faculty members are involved in the teaching programs at Tifton and Griffin. Further discussion took place on ABAC/UGA interactions in teaching.

The Associate Dean addressed questions about providing resources to Extension faculty such as technical assistance, startup packages, etc. We discussed how many of the solutions to departmental problems help other departments and should be considered institutional. The Associate Dean discussed problems associated with "regional coordinators or area agents." This point was made because of the current make up of the Extension Forage Team (ie., Ag. Agents serve on the team and provide regional support). The Associate Dean stated that over the next five years there will be a loss of 90+ county faculty due to retirements and they are trying to plan accordingly. This does not include state faculty. In addition to some final comments, a question was raised about publication editing. She commented that outsourcing some of the work has been successful.

The Department Head discussed some faculty priorities and how resourcing will be dealt with on an individual basis. The Associate Dean discussed contingency funds.

The area agronomist at Statesboro and the Assistant Dean of extension positions were discussed.

Tim Murphy was thanked for his service. The meeting was adjourned.