

DEPARTMENTAL ANNUAL REPORT OF CONTINUOUS IMPROVEMENT

FISCAL YEAR 2006

Department of Agriculture

Fort Hays State University

I. Departmental Overview

The Department of Agriculture offers two undergraduate, Bachelor of Science degree programs. One is a degree in Agribusiness. The second is a degree in Agriculture with revised program options in Agronomy, Animal Science, Beef Cattle Management, and General Agriculture. Prior to the Fall 2004 term, the specialized program options were Animal Science, Crop Science, General Agriculture, and Soil Science. No graduate programs are offered within the department, although some discipline-specific coursework may be taken at the graduate level. Instructional facilities include a University Farm laboratory consisting of crop, livestock, and rangeland resources, an indoor livestock arena (Pavilion), and outdoor rodeo grounds. Department personnel include five tenured faculty, one full-time temporary faculty, one livestock judging team coach/program specialist, one tenured department chair/University Farm superintendent, one classified administrative assistant, six full-time classified Farm staff, and numerous student hourly and work-study employees.

A. Departmental Mission and Vision Statements

Fort Hays State University is a regional university principally serving Western Kansas. The primary economic base for the FHSU service area is agriculture. The department strives to provide quality academic programs in the areas of agricultural business and the agricultural sciences. Instruction is provided in a high-tech environment utilizing small classes to facilitate a very high-touch learning experience. The department strives to blend adequate scientific theory teachings with appropriate applied learning opportunities. The department assumes responsibility for providing appropriate service to the agricultural community, region, and state. The department has responsibilities relative to providing meaningful, creative activities benefiting the community, region, and state through research and publication.

The mission of the Agriculture major and its options is to provide a foundation of information and theory that will challenge students to realize their genetic and creative potentials, and allow them to seek active and productive careers in the diverse, complex, computer-literate fields in the food and fiber industry. The mission of the major, which is congruent with the missions of the Department of Agriculture and the College of Health and Life Sciences, addresses the rural needs of our service area and provides quality academic programs, new technologies, and a variety of professional and educational services in a caring educational environment. Furthermore, it coincides with the university mission of providing instruction within a computerized environment with opportunities to develop analytical and communication skills to prepare the student for the complex demands of the future.

It is the mission of the Agribusiness major to provide students with a strong foundation in the basic agricultural sciences with an additional focus on the business principles and concepts needed to successfully cope with the dynamic economic, social, political, international, and environmental policies that influence American agriculture and the food/fiber industries. Inherent to this mission is the emphasis on comprehension, assimilation, and blending of

knowledge to encompass not only the complex characteristics of commercial animal and crop production, but also the knowledge of sound business principles and practices applied to agriculture and agribusiness at all levels. The mission of the Agribusiness major is compatible with, complementary to, and congruent with the missions of the Department of Agriculture, College of Health and Life Sciences, and the university.

B. Departmental Goals, Objectives, and Strategic Priorities

The goals identified in both the Agriculture and Agribusiness affinity diagrams focus on the development of graduates who are knowledgeable within the diverse applied and theoretical areas of production agriculture and agribusiness. Students must be well-rounded in their discipline knowledge, and must possess the skills needed to effectively utilize new technologies, work and communicate with peers and business counterparts, seek viable solutions to problems, and implement appropriate changes which will lead to career and financial success.

II. Departmental Highlights

A. Departmental Productivity and Other Distinctive Departmental Accomplishments

Stakeholder and youth participation in annual livestock judging workshops, clinics, camps, and sales has multiplied thanks to the planning and marketing efforts of Kolby Burch.

The FHSU Tiger Livestock Judging Team ranked high in a number of national contests throughout the year with various team members receiving top-ten placing recognition. Team placings included 4th at the Mid-America Classic (Wichita), 16th at Louisville, 4th at the Arizona National Livestock Judging Classic (Phoenix), 11th at Denver, 3rd at the Sioux Empire Farm Show (South Dakota), 7th at Fort Worth, 4th at the Dixie National (Mississippi), 9th at Houston, and 3rd at the Grand National (San Francisco).

The FHSU Crops Judging Team placed 2nd at the State KACTA contest.

Dr. Jean Gleichsner was selected as the university Outstanding Service Award recipient in Spring '06.

Drs. Gleichsner, Howell, and Stephenson received federal grant funding (\$3323) to host a soil conservation and water quality community service-learning workshop that included student presenters from a variety of their agriculture classes.

Dr. Stephenson served as a reviewer for articles submitted to the professional journal published by the North American Colleges and Teachers of Agriculture. He also has been nominated to serve in the position of Central Region Director for this national organization.

Dr. Howell was selected as a participant in the 2006-07 Leadership Kansas class.

Agriculture student Travis Camac represented FHSU, and the Central Plains Rodeo Region, in the steer wrestling competition at the 2006 Collegiate National Finals Rodeo following a successful qualifying season. He placed 5th in the nation at this event.

The FHSU Delta Tau Alpha chapter, agriculture honor society, won the 2006 national Corbus Award which recognizes the outstanding chapter within the organization.

The FHSU Alpha Gamma Rho Fraternity (agriculture fraternity) was formally recognized in December as a new colony within the national organization.

Instructional Workload Equivalencies (IWE) are used within the department to assess and compare faculty productivity. The IWE system, adopted for use in the College of Health and Life Sciences in 1996, provides an objective measure of productivity by accounting for differences in workloads attributed to variations in class size, laboratory assignments, advising load, individual study commitments, etc. The department’s comparative baseline WLE value for individual faculty, used in the merit determination process, is 13.85.

Numerical semester IWE values for individual faculty ranged from 12.25 to 16.25, with a raw average of 13.92, in FY ’06. This compares to IWE data ranging from 12.34 to 16.02 in FY ’05, with a raw average of 13.61.

Key Performance Indicator data reflects high departmental productivity that is consistent with data from previous years. The most recent statistics indicate the department’s Student credit hour production per FTE is 384 (3074/8); the number of majors per FTE is 26.1 (209/8).

B. Performance Indicators

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Goal FY2007
Number of New Freshmen				
Agriculture (Agronomy)	-	4	6	5
Crop Science	3	-	-	-
Soil Science	0	-	-	-
Agriculture (Animal Science)	18	13	11	14
Agriculture (Beef Cattle Management)	-	3	3	3
Agriculture (General Agriculture)	4	6	3	4
Agribusiness	9	13	11	11
TOTAL	34	39	34	37
Number of Transfer Students				
Agriculture (Agronomy)	-	5	5	5
Crop Science	6	-	-	-
Soil Science	0	-	-	-
Agriculture (Animal Science)	12	7	12	10
Agriculture (Beef Cattle Management)	-	1	1	3
Agriculture (General Agriculture)	3	1	5	3
Agribusiness	14	7	6	9
TOTAL	35	21	29	30

Number of Majors				
Undergraduate (1st majors/2 nd majors)				
Agriculture (Agronomy)	-	12	25	36
Crop Science	41	23	11	-
Soil Science	1	1	1	-
Agriculture (Animal Science)	88	78	74	75
Agriculture (Beef Cattle Management)	-	9	12	15
Agriculture (General Agriculture)	25	22	24	23
Agribusiness	66	64	62	62
TOTAL	221	209	209	211
Graduate				
Agriculture (Agronomy)		0	0	0
Crop Science	0	0	-	-
Soil Science	0	0	-	-
Agriculture (Animal Science)	0	0	0	0
Agriculture (Beef Cattle Management)	-	0	0	0
Agriculture (General Agriculture)	0	0	0	0
Agribusiness	0	0	0	0
TOTAL	0	0	0	0
Departmental majors	221	209	209	211
MLS students	0	0	0	0
Student Credit Hour Production				
Undergraduate				
Summer	37	33	28	30
Fall	1544	1647	1478	1480
Spring	1326	1394	1140	1200
TOTAL (as per Office of Budget & Planning)	2907	3074	2646	2710
(TOTAL as per Assistant Provost Office)	(2907)	(3054)	(2630)	
Graduate				
Summer	0	0	0	0
Fall	4	0	0	0
Spring	3	0	0	0
TOTAL	7	0	0	0

FTE Faculty (Headcount)				
Tenured or Tenure Track Faculty (Headcount)	7	6	6	6
Non Tenure Track Faculty (Headcount)	1	2	2	2
Other Faculty (Headcount/Sections Taught)	0	0	0	0
Degrees Awarded				
Undergraduate				
Summer				
Agriculture	1	0	1	0
Agribusiness	1	1	1	0
Fall				
Agriculture	11	11	11	11
Agribusiness	1	3	3	3
Spring				
Agriculture	15	18	18	17
Agribusiness	9	12	12	10
TOTAL	38	45	46	41
Graduate	0	0	0	0
Departmental degrees	38	45	46	41
MLS degrees	0	0	0	0
Scholarly Activity (See Section IV for documentation requirement)				
Number of books, book chapters, and refereed articles published	1	0	0	0
Percent of faculty publishing refereed books, chapters, or articles	14.3%	0	0	0
Number of non-refereed articles and presentations	1	2	3	2
Percent of faculty publishing non-refereed articles or presentations	14.3%	14.3%	42.9%	28.6%

Number of scholarly performances and other creative activities	3	4	3	3
Percent of faculty in scholarly performances or other creative activities	42.9%	42.9%	42.9%	42.9%
Total number of external grant applications submitted / percent of faculty submitting	2/28.6%	1/14.3%	6/42.9%	3/42.9%
Total number of funded external grants / percent of faculty funded	2/28.6%	1/14.3%	5/28.6%	4/42.9%
Service Activity				
Percent of faculty meeting acceptable standard of service activity	100%	100%	100%	100%
Percent of faculty meeting exceptional standard of service activity	NA	NA	NA	NA
Assurance of Student Learning [Outcome/Indicator 1] Students demonstrate subject-matter competency in preparation for careers in private industry and corporate business. Indicator: Progress toward competency is reflected in classroom performance assessments (exams, quizzes, homework). Summary departmental grade distribution data reflects consistency of student learning and competency across semesters with approximately 86% of students receiving a grade of “C” or higher (Attachment C).				

<p>[Outcome/Indicator 2] Student satisfaction with departmental programs, instruction, and curriculum. Indicator: Graduating senior exit survey comments are reviewed regularly and action is taken to address concerns, when necessary. Copies of the most recent surveys are found in Attachment D. General comments reflect support for a continuation of the hands-on emphasis toward instruction. Students appreciated the personalized, small-sized atmosphere within the department. Some comments suggest instructors should review their presentation and testing styles to enhance classroom effectiveness.</p>				
<p>Other Departmental Key Performance Indicators (up to 3 additional measures, optional)</p> <p>[Outcome/Indicator 1] Evaluate effectiveness of the program curriculum in preparing graduates to meet industry needs. Indicator: Alumni Survey is administered every three years. Summary information from the FY '06 on-line survey, distributed via e-mail to graduates from the past 6 years, is presented in Attachment E. Responses indicate 14.2% lacked adequate preparation for their profession while 28.6% were employed outside their major field of study. 42.9% of graduates suggest there is a need for the department to share more information about potential careers.</p>				

C. Current Quality Initiatives and Results

FY 2006 Quality Initiatives	Results
<p><u>Program Advertisement and Student Recruiting</u>. This initiative continues from the previous year to strengthen future student program enrollments.</p>	<p>A new department brochure was developed using the university design template. A print ad promoting the department was placed in the Kansas 4-H journal. A department recruiting poster was mailed to high school agriculture instructors in Kansas, Colorado, and Nebraska. A banner ad was hung in the arena at the Kansas High School Rodeo finals.</p> <p>Various judging contests, livestock judging clinics, and animal workshops were held on campus throughout the year as a form of departmental promotion.</p> <p>Community college, and some high school, class visit recruiting efforts occurred. The department joined the Admissions Office at a Nebraska High School career night to promote the university. Delta Tau Alpha members continued with a phoning campaign, initiated last year, to communicate with new admits.</p> <p>In line with a departmental long-term strategic initiative, the department joined with the Kansas Limousin Breeders Association to host a commercial beef cattle producers meeting. This event provided the opportunity to bring people from across the State onto campus to market the department's Beef Cattle Management program.</p>
<p><u>Instructional Facilities and Resource Upgrades</u>. Changing environmental regulations require modification to the existing waste management system at the FHSU Dairy to reissue a State operating permit.</p>	<p>Kansas Department of Health and Environment personnel, and USDA NRCS staff, continue to draft changes to the waste management structures at the FHSU Dairy to comply with current regulations. We await these recommendations before moving forward with this project.</p>

FY 2007 Quality Initiatives	Responsible Party, Resources, and Plan
<p><u>Instructional Facilities and Resource Upgrades.</u> Complete waste management design specifications and perform work necessary to bring the FHSU Dairy waste management system into compliance with State requirements. Applications will be submitted to the Kansas Department of Health and Environment for new waste management permits at both the FHSU Dairy and Swine operations.</p>	<p>Department and Farm personnel will coordinate efforts to complete this initiative in FY '07. Farm operating funds are being budgeted to assist with completion of the necessary work, in combination with federal cost-sharing funds. Successful completion of this initiative will occur when new waste management operating permits are issued for the Dairy and Swine facilities.</p>
<p><u>Department Curriculum Expansion.</u> Consider expansion of the BS in Agriculture curriculum to include a secondary education vocational agriculture option. The program will initially be designed to satisfy teaching certification requirements in Kansas, Nebraska, and Colorado.</p>	<p>The department chair coordinates this initiative with guidance and input from a coordinating committee composed of departmental faculty with secondary education training. Input also is being provided by directors of the agriculture education programs for the state departments of education in Kansas and Nebraska. The target implementation date is August 2007.</p>
<p><u>Tablet Computer Utilization.</u> Department faculty will join the campus mobile computing initiative to explore the use of tablet computers in the classroom and related laboratory.</p>	<p>Tablet computers have been ordered, after departmental consultation, with financial support being provided through university action plan funding. Tablet computers should arrive Summer '06 and every effort will be made to begin utilization with classroom applications in Fall '06.</p>
<p><u>Agribusiness Faculty Replacement.</u> Pursue hiring an agribusiness faculty with appropriate credentials and qualifications to fill a retirement vacancy.</p>	<p>A department search committee will review applicant files and recommend a hiring decision. Salary funds are available within the existing faculty line. Departmental funds will be used to conduct the search process. The goal is to have this position filled prior to the start of the 2007 academic year.</p>

<p><u>Program Advertisement and Student Recruiting.</u> This initiative continues from the past two years to strengthen future student program enrollments.</p>	<p>The department chair coordinates this initiative with input and participation of various faculty and staff. OOE and Endowment resources will be utilized to support the distribution of promotional materials, as well as to fund travel that supports recruiting efforts.</p> <p>Changes in the number of departmental majors, over time, should reflect the effectiveness of this initiative.</p>
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III. Strategic Plan and Opportunities for Improvement for FY2007

A. Departmental Reflection of Strengths, Weaknesses, Opportunities, and Threats

Strengths	Weaknesses/Needs
<p>Applied curriculum that meets the perceived needs of current and future graduates</p> <p>Relatively high productivity as reflected in SCH/FTE performance measure</p> <p>Close working environment among the small number of faculty</p> <p>Well-educated and experienced faculty</p> <p>Hands-on instructional capabilities using the University Farm and Pavilion facilities</p> <p>Active, dedicated faculty committed to student recruitment and education</p> <p>Alumni support</p> <p>Diverse and active student organizations</p> <p>Scholarship availability for incoming and continuing students</p> <p>Recognition by some industry groups of the high-quality education provided to their potential employees</p>	<p>Capacity workloads for present faculty limit ability to satisfy 60-20-20 requirement (often restricting interest in pursuing professional scholarly endeavors)</p> <p>Excessive student/faculty ratio challenges pedagogical capabilities</p> <p>Faculty sometimes teach outside of their area(s) of expertise because of the small number of faculty and diversity of disciplines represented in the department</p> <p>Lack of cohesiveness among departmental student organizations and their activities</p> <p>Limited scholarly efforts by faculty that contribute to the professional disciplines</p>
Opportunities	Threats
<p>Increased interaction with stakeholders because of new program initiatives, such as the beef cattle management program</p> <p>Curriculum expansion that possibly includes a vocational agriculture program and ag communications program</p> <p>Recruiting possibilities at regional high schools and community colleges</p> <p>Enhanced instructional capabilities using University Farm resources</p> <p>Optimization of University Farm operations and budgeting procedures</p> <p>The inclusion of one or more agricultural courses into the University General Education program</p>	<p>Declining population within the service region that challenges ability to maintain numbers of first-time freshmen and transfer students</p> <p>University encroachment on Farm property due to facilities expansion that affects resource use planning</p> <p>Potential for spreading faculty/staff too thin as the department pursues the stated "opportunities"</p> <p>University/administrative attitude and emphasis toward maximum SCH production has a tendency to focus recruiting activities on increased student numbers, not quality</p>

B. Opportunities for Improvement

Short Term OFI	Resources Required	Expected Outcome and Completion Date
Review departmental affinity diagrams as part of the Year of the Department Academic Audit	Faculty time.	Revised affinity diagrams that outline methodology to better assess student learning. Expected completion date: June 2007.

Long Term Strategic Initiatives	Resources Required	Expected Outcome
Strengthen stakeholder support for programs, specifically beef cattle management	Travel funding and possible faculty reassigned time	Should strengthen potential student interest in attending FHSU and build program credibility within the beef cattle industry. Time frame: 2 years
Instructional facilities and operating equipment upgrades	Funding to perform facilities modifications and to acquire new operating equipment.	Modernization of facilities as well as improved staff, faculty, and student perception. Time frame: 2 years

IV. Supporting Materials

A. Department Degree Program Affinity Diagram(s)

See Attachment A

B. Department Staffing Plan

See Attachment B

C. Bibliography of Departmental Scholarly Activity

NONE

D. Department Program Assessment Results

Faculty Grade Distribution Summary – Attachment C

Senior Exit Interview Responses - See Attachment D

Alumni Survey – See Attachment E

E. Other Departmental Information

NONE

F. Special AQIP Report

NONE