

# FY2008 DEPARTMENTAL ANNUAL REPORT OF CONTINUOUS IMPROVEMENT

## Department of Agriculture Fort Hays State University

### I. DEPARTMENTAL OVERVIEW

The Department of Agriculture offers a single undergraduate degree program, Bachelor of Science in Agriculture, with two undergraduate majors. One is a major in Agricultural Business. The second is a major in Agriculture with program options in Agricultural Education, 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 four tenured faculty, one tenure-track 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 workshop development, applied research, and publication.

The mission of the Agriculture major with its specialized 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 the 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 Agricultural Business 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 agricultural business at all levels. The mission of the Agricultural Business 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 Agricultural Business affinity diagrams (Attachment A) focus on the development of graduates who are knowledgeable within the diverse applied and theoretical areas of production agriculture and agricultural business. 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. Department Productivity and Distinctive Accomplishments

The State Department of Education gave final approval for FHSU to offer the Agricultural Education curriculum under the Agriculture major.

The department hosted this year's annual meeting of the American Association of State Colleges of Agriculture and Renewable Resources (AASCARR). Participants included administrators from peer institutions across the U.S., individuals representing higher education programs at USDA, and liaisons from the National Association of State Universities and Land-Grant Colleges (NASULGC).

Bob Stephenson continued to oversee a water sampling project dealing with runoff in the Big Creek and Middle Smoky Hill River drainage areas. Information about this project, and about the FHSU Dairy waste management project, was shared with the public as part of a fall Environmental Day Tour conducted in collaboration with the Kansas Department of Health & Environment, Natural Resource Conservation Service, Ellis County Environmental Office, and K-State Research & Extension.

Jean Gleichsner successfully received funding from outside donors (Midwest Energy, Lions Club) to continue classroom service learning projects focused on community beautification and improvement.

Six beef cattle management students were placed in semester-long internships with cooperating businesses in Kansas, Nebraska, and Texas. Four of the cooperating businesses hosted FHSU interns for the first time this past year which demonstrates an increasing level of stakeholder interest in the program.

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 12.45 to 15.97 with a raw average of 13.81 in FY '08. In FY '07 the range was from 12.60 to 16.14 with a raw average of 13.86. This compares to IWE data ranging from 12.25 to 16.25 in FY '06, with a raw average of 13.92.

**B. Department Performance Indicators**

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<b>Freshmen</b>					
Agriculture (Unspecified)	2	2	1	1	2
Agriculture (Agronomy)	-	4	7	3	2
Crop Science	4	-	-	-	-
Soil Science	-	-	-	-	-
Agriculture (Animal Science)	18	12	12	14	12
Agriculture (Beef Cattle Management)	-	3	3	6	4
Agriculture (General Agriculture)	3	5	3	3	2
Agricultural Business	7	14	9	4	10
<b>TOTAL</b>	34	40	35	31	32
<b>Transfer Students</b>					
Agriculture (Unspecified)	3	3	1	3	1
Agriculture (Agronomy)	-	3	5	5	4
Crop Science	4	-	-	-	-
Soil Science	-	-	-	-	-
Agriculture (Animal Science)	11	5	10	6	6
Agriculture (Beef Cattle Management)	-	1	1	2	-
Agriculture (General Agriculture)	3	2	5	1	2
Agricultural Business	13	8	6	6	10
<b>TOTAL</b>	34	22	28	23	23
<b>Majors</b>					
Undergraduate (first majors/second majors)					
Agriculture (Unspecified)	7	5	4	5	3
Agriculture (Agronomy)	-	8	23	28	26
Crop Science	40	23	11	6	3
Soil Science	1	1	1	-	-
Agriculture (Animal Science)	86	77	72	62	62
Agriculture (Beef Cattle Management)	-	7	12	18	21
Agriculture (General Agriculture)	25	23	22	23	24
Agricultural Business	65	64	60	50	60
<b>TOTAL</b> Graduate majors	224	208	205	192	199
MLS students	-	-	-	-	-
<b>Major Retention (return/start year)</b>					
Agriculture (Unspecified)		4/7	3/5	3/4	3/4
Agriculture (Agronomy)		-	7/8	16/23	19/27
Crop Science		24/40	12/23	5/10	2/5
Soil Science		0/1	1/1	0/1	-

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<b>Agriculture (Animal Science)</b>		57/85	46/76	44/72	41/62
<b>Agriculture (Beef Cattle Management)</b>		-	6/7	7/12	16/18
<b>Agriculture (General Agriculture)</b>		14/24	14/22	13/22	16/23
<b>Agricultural Business</b>		40/65	40/63	37/58	31/46
<b>TOTAL</b>		139/222	129/205	125/202	128/185
<b>Student Credit Hour</b>					
Undergraduate					
<b>Summer</b>	37	33	28	31	51
<b>Fall</b>	1544	1647	1478	1515	1579
<b>Spring</b>	1326	1394	1140	1275	1215
<b>TOTAL (as per Office of Budget &amp; Planning)</b>	2907	3074	2646	2821	2845
<b>Total (as per Assistant Provost's Office)</b>	(2910)	(3057)	(2636)	(2803)	(2817)
Graduate					
<b>Summer</b>	0	0	0	0	-
<b>Fall</b>	4	0	1	8	-
<b>Spring</b>	3	0	3	0	-
<b>TOTAL</b>	7	0	4	8	6
<b>Faculty</b>					
Tenured or Tenure-track Faculty (Headcount)	7	6	6	6	6
Non Tenure-Track Faculty (Headcount)	1	2	2	2	2
Other Faculty (Headcount/Sections Taught)	0	0	0	0	0
<b>Degrees</b>					
Undergraduate degrees					
<b>Summer</b>					
<b>Agriculture</b>	1	0	1	0	0
<b>Agricultural Business</b>	1	1	1	1	0
<b>Fall</b>					
<b>Agriculture</b>	11	11	11	7	13
<b>Agricultural Business</b>	1	3	3	4	7
<b>Spring</b>					
<b>Agriculture</b>	15	18	18	17	15
<b>Agricultural Business</b>	9	12	10	6	8
<b>TOTAL</b>	38	45	44	35	43
Graduate degrees	0	0	0	0	0
MLS degrees	0	0	0	0	0
<b>Scholarly Activity (See Section IV for documentation)</b>					

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<b>requirement)</b>					
Number of books, book chapters, and <b>refereed</b> articles published	1	0	0	1	0
Percent of faculty publishing <b>refereed</b> books, chapters, or articles	14.3%	0	0	16.7%	0
Number of <b>non-refereed</b> articles and presentations	1	2	3	6	1
Percent of faculty publishing <b>non-refereed</b> articles or presentations	14.3%	14.3%	42.9%	50.0%	14.3%
Number of scholarly performances and other creative activities	3	4	3	2	5
Percent of faculty in scholarly performances or other creative activities	42.9%	42.9%	42.9%	28.6%	42.9%
Total number of external grant applications submitted/percent of faculty submitting	2/28.6%	1/14.3%	6/42.9%	6/33.3%	3/28.6%
Total number of funded external grants/percent of faculty funded	2/28.6%	1/14.3%	5/28.6%	6/33.3%	2/28.6%
<b>Service Activity</b>					
Percent of faculty meeting acceptable standard of service activity [NOTE: this percent includes faculty meeting exceptional standard of service activity.]	100%	100%	100%	100%	100%
Percent of faculty meeting exceptional standard of service activity	NA	NA	NA	NA	NA
<b>Assurance of Student Learning</b>					
Direct Outcome 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 shows a reduction of almost 4 percentage points in students who performed at a level of "C" work or above this past fall term (82.6%) as compared to the previous two years (Attachment D). This change suggests that students are learning or comprehending less than in previous years. Or, it is possible that the numerical reduction may simply be the result of more stringent grading standards being applied by instructors as a "correction factor" to internal concerns about possible grade inflation in the classroom. Interpretation of this data point is difficult. It can be concluded that if 82% of students perform above average in the classroom (at "C" level or better), however, that student learning remains at an acceptable level.					
Direct Outcome 2					

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<p>The departmental curriculum is academically stimulating and creates an enriching learning environment. Indicator: Results posted from 20.3% of the department’s seniors on the 2007 National Survey of Student Engagement indicate the department ranked below average for “Level of Academic Challenge” and “Enriching Educational Experiences” compared to other university major departments. Departmental ratings for “Active and Collaborative Learning” and for “Student-Faculty Interaction” were higher than the university averages. Although there is some question regarding sample sizes and statistical validity of the data set, the general perception is that the faculty communicate well with students and promote interactive learning. On the other hand, the department should consider a review of course content and identify instructional opportunities that will create a more challenging learning environment.</p> <p>Indirect Indicator 1 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 E.</p> <p>Indirect Indicator 2 The program curricula prepare graduates to meet industry needs. Indicator: Alumni Survey is administered every three years. The most recent survey was conducted on-line in FY '06 and was distributed via e-mail to graduates from the prior 6 years. Responses indicated 14.2% lacked adequate preparation for their profession while 28.6% were employed outside their major field of study. 42.9% of graduates suggested there is a need for the department to share more information with students about potential careers.</p>					
<b>Number of Faculty Visiting Foreign Campuses</b>	XX	XX	XX	XX	0
<b>Number of Students (majors) Participating in Study Abroad and Exchange Programming</b>	XX	XX	XX	XX	1

**C. Department Quality Initiatives and Results**

FY2008 Quality Initiatives	Results
<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>The Farm waste management permit with the State has been renewed following a lengthy review and public comment period. Invitations to bid on excavation and modifications to upgrade the dairy waste management lagoon/drylot area will be issued at the beginning of FY '09.</p>
<p><u>Department Curriculum Expansion.</u> Receive permission from the Kansas State Department of Education to proceed with the Bachelor of Science in Agriculture degree with an Agricultural Education option.</p>	<p>The option has received approval from the State Department of Education and the program has been added to the department’s curriculum.</p>

<u>Department Internationalization.</u> Evaluate opportunities for international collaboration with select Russian universities.	Written correspondence and phone conversations took place with individuals from two Russian universities to discuss the potential for collaboration with a 2+2 and a 1+2+1 student exchange program. It has been determined that students from one institution do not have the financial ability to pay FHSU's non-resident tuition. Discussions continue with the second university.
<u>Strengthening the FHSU Livestock Judging Team.</u> Rebuild a competitive team following a coaching transition.	Recruiting for team members has taken place over the past year and workouts will begin this fall in preparation for the next calendar year's team competition.
<u>Program Advertisement and Student Recruiting.</u> This initiative continues from the past three years to strengthen future student program enrollments.	A new advertising poster has been created and will be mailed to high school and community college agriculture programs in Kansas, Nebraska, Colorado, Oklahoma, and western Missouri.

<b>FY2009 Quality Initiatives</b>	<b>Responsible Party, Resources, and Plan</b>
<u>Department Internationalization.</u> Evaluate opportunities for international collaboration with select Russian universities.	The chair will continue to coordinate this initiative with the assistance of Dr. Andrew Novotorov. Ongoing communication with one Russian institution will continue and opportunities for collaboration with other sites will be examined.
<u>University Farm networking.</u> Link the University Farm facilities with the campus computing network.	The department chair will work with the Computer Center on this initiative. Being an infrastructure issue, it is anticipated the project will be funded with monies supplied by the office of Administration and Finance. The proposed plan is to run fiber under 183-bypass to establish a physical point of connection to join the university network.

**D. Institutional Quality Results**

<b>FY2008 University Initiatives</b>	<b>Department Activities/Results</b>
Improve undergraduate student's writing abilities	NA
Develop mobile computing teaching and learning environment	Faculty continue to experiment with the integration of tablet computers into the classroom/laboratory. The recent discovery of wireless connectivity capabilities at all remote locations on the University Farm has created an opportunity for the examination of additional applications that will support discovery and utilization of this technology.
Internationalize the campus and curriculum	The department created two "international-specific" courses that were added to the current years' offerings. Also, efforts are underway to develop an academic program that will allow Russian students to study at FHSU.
Strategically manage new enrollment opportunities	The new Agricultural Education program has been put in place and should begin to build enrollment.
Improve student learner outcomes in computing	NA

### III. FY2009 STRATEGY AND OPPORTUNITIES FOR IMPROVEMENT

#### A. Departmental Reflection of Strengths, Needs, Opportunities, and Threats

Current Strengths	Current 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>General population of well-educated and experienced faculty</p> <p>Hands-on instructional capabilities using the University Farm and Pavilion facilities</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>
Future Opportunities	Future Threats
<p>Increased interaction with stakeholders because of new program initiatives, such as the beef cattle management and ag education programs</p> <p>Curriculum expansion that possibly includes an 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

[NOTE: Short-term OFIs are meant to be low or no-resource quick changes that can favorably impact the department. If these simply replicate what you have declared as a FY2008 Departmental Initiative, then delete this section.]

Short-Term OFI	Resources Required	Expected Result and Completion Date
Academic program marketing	Faculty time, student time, funding for printing	Development of a brochure to highlight and market the Beef Cattle Management program. Revision of the departmental brochure to incorporate the addition of the Agricultural Education program. Time frame: 1 year
Linking students with Career Services	None	Campus recruiters recognize the existence of a qualified applicant pool and commit their resources to recruit FHSU students. Also, students will better utilize the services provided by this office. Time frame: 2 years

[NOTE: Long-term OFIs are meant to be resource-intensive changes requiring permanent or one-time resources that can favorably impact the department over the long-term.]

Long-Term Strategic Initiatives	Resources Required	Expected Result
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: 3 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: 4 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**

See Attachment C

**D. Department Program Assessment Results**

Faculty Grade Distribution Summary – See Attachment D

Senior Exit Interview Resources – See Attachment E

**E. Other Departmental Information**

None

**F. Special AQIP Report**

None

**COLLEGE OF HEALTH AND LIFE SCIENCES  
Affinity Diagram for Degree Programs**

What are the elements/building blocks of a B.S. degree program in Agricultural Business that will meet the educational needs of the prospective Agricultural Business major?

Characteristics of Agricultural Business Majors	Expected Learning Outcomes	Curriculum	Assessment Approach and Methods	Results	Curricular and/or Pedagogical Changes
<p><u>Knowledgeable</u> Aware of the theoretical and applied principles of science and politics that influence agricultural businesses.</p> <p><u>Analytical</u> Ability to apply problem-solving skills and effectively evaluate financial and operational agricultural business procedures and/or information.</p> <p><u>Progressive</u> Explore new ideas and technology. Computer competent.</p> <p><u>Environmentally Conscious</u> Aware of sustainable production systems and global wellness.</p> <p><u>Skilled Communicators</u> Ability to effectively communicate in written and oral form. Recognize cultural diversity in communication.</p> <p><u>Career Capable</u> Prepared to enter the highly competitive job search arena.</p> <p><u>Globally Aware</u> Understand global agriculture and its importance.</p>	<p><u>Goal</u> Integrate knowledge of current scientific, business, and economic theory and techniques with practical application within sustainable agricultural environments.</p> <p><u>Goal</u> Demonstrate subject-matter competency in preparation for careers in agricultural business.</p> <p><u>Goal</u> Develop strong written and oral communication skills through presentation and teamwork. Develop skills necessary for successful careers in culturally diverse work environments.</p> <p><u>Goal</u> Develop critical thinking and reasoning skills. Demonstrate problem-solving skills with application to real-life scenarios.</p> <p><u>Goal</u> Demonstrate an understanding of global agriculture.</p> <p><u>Goal</u> Demonstrate leadership skills.</p>	<p><u>Program Core Curriculum</u> <i>Develops Knowledge</i> AGRI 111 Animal Science AGRI 112 Agronomic Crop Science AGRI 113 Introduction to Agribusiness AGRI 211 Marketing Farm Products AGRI 214 Principles of Feeding AGRI 215 Soils</p> <p><i>Develops Skills</i> AGRI 311 Farm Management AGRI 320 Fund of Agri Commodity Marketing AGRI 410 Agricultural Finance AGRI 456 Agri Resource Valuation</p> <p><i>Develops Perspective</i> AGRI 314 Agricultural Policy AGRI 321 Agricultural Law</p> <p><i>Develops Knowledge, Skills &amp; Perspective</i> AGRI 470 Agbus Firms Mgmt/ Mkt Additional cognate courses in business and management. BCOM 301 Business Comm. AGRI 316 Ag Mgmt Practicum</p>	<p><u>Graduate exit survey:</u> All graduates will be administered an exit survey prior to graduation.</p> <p><u>Alumni survey:</u> A sample population of graduates will be surveyed at three-year intervals.</p> <p><u>Class examinations:</u> Student subject-matter competency will be evaluated through administration of regular tests in the classroom.</p>	<p>Graduates appear to be satisfied with program and are prepared to enter the career workforce.</p>	<p>None at the present time.</p>

**COLLEGE OF HEALTH AND LIFE SCIENCES**  
**Affinity Diagram for Degree Programs**

What are the elements/building blocks of a B.S. degree program in Agriculture that will meet the educational needs of the prospective Agriculture major?

Characteristics of Agriculture Majors	Expected Learning Outcomes	Curriculum	Assessment Approach and Methods	Results	Curricular and/or Pedagogical Changes
<p><u>Knowledgeable</u>                      Aware of the theoretical, scientific, and applied principles that influence decisions in the agriculture industry.</p> <p><u>Analytical</u>                      Ability to apply problem-solving skills and effectively evaluate financial and operational agricultural business procedures and information to achieve optimal productivity.</p> <p><u>Progressive</u>                      Challenge traditional practices and readily accept technological advances.</p> <p><u>Environmentally conscious</u>                      Aware of sustainable production systems and global wellness.</p> <p><u>Skilled Communicators</u>                      Can interact effectively using written, verbal, and non-verbal skills.</p> <p><u>Career Capable</u>                      Prepared to enter the highly competitive job search arena.</p> <p><u>Globally Aware</u>                      Understand global agriculture and its importance.</p>	<p><u>Goal</u>                      Integrate knowledge of current scientific, business, and economic theory and techniques with practical application within sustainable agricultural systems.</p> <p><u>Goal</u>                      Demonstrate subject-matter competency in preparation for careers in agriculture.</p> <p><u>Goal</u>                      Develop strong communication and interpersonal relationship skills to function in an environment of multicultural diversity.</p> <p><u>Goal</u>                      Demonstrate critical thinking and problem-solving skills with application to real-life scenarios.</p> <p><u>Goal</u>                      Demonstrate the ability to prepare effective job search/application materials for a competitive market.</p> <p><u>Goal</u>                      Demonstrate an understanding of global agriculture.</p> <p><u>Goal</u>                      Demonstrate leadership skills.</p>	<p><u>Program Core Curriculum</u>  <i>Develops Knowledge</i>                      AGRI 111 Animal Science                      AGRI 112 Agronomic Crop Science                      AGRI 113 Introduction to Agribusiness                      AGRI 211 Marketing Farm Products</p> <p><i>Develops Skills</i>                      AGRI 220 Agricultural Accounting                      AGRI 311 Farm Management</p> <p><i>Develops Perspective</i>                      AGRI 321 Agricultural Law                      AGRI 475 Seminar</p> <p><i>Develops Knowledge, Skills &amp; Perspective</i>                      All courses within major options of agricultural education, general agriculture, animal science, agronomy, and beef cattle management.</p>	<p><u>Graduate exit survey:</u>                      All graduates will be administered an exit survey prior to graduation.</p> <p><u>Alumni survey:</u>                      A sample population of graduates will be surveyed at three-year intervals.</p> <p><u>Class examinations:</u>                      Student subject-matter competency will be evaluated through administration of regular tests in the classroom.</p>	<p>Graduates appear to be satisfied with program and are prepared to enter the career workforce.</p> <p>Feedback from stakeholders indicates an interest in supporting development of an ag education secondary education program of study.</p>	<p>Ag ed program has added to the curriculum.</p>

College of Health and Life Sciences  
 Department Staffing Plan and Assignments (Academic Year 2009)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Position Number</i>	<i>Projected Department Needs</i>	<i>Faculty Member</i>	<i>Current Faculty Expertise</i>	<i>Assigned Instructional FTE's</i>	<i>Current Rank (Date)</i>	<i>Degree</i>	<i>Track</i>	<i>Year Entered FHSU Service</i>
118091-004	Animal Science – Reproductive Physiology, General Livestock Production	G. Brower	Anatomy & Physiology Horse Production Swine Production Reproduction Physiology	1.0	Associate Professor 1976	Ph.D.	Tenured	1976
118091-008	Animal Science – Livestock Evaluation, Livestock Judging	B. Curry	Livestock Selection & Evaluation	0.5	Program Specialist 2007	M.S.	Non-Tenure Track	2007
118091-007	Agricultural Business- Policy, Accounting, Farm Management	M. Glaze	Agricultural Accounting Farm Management Agricultural Policy Agricultural Marketing Case Studies	1.0	Instructor 2004	M.S.	Non-Tenure Track	2004
118091-005	Agronomy – Soils, Weed Science	J. Gleichsner	Soils Home Horticulture Crop Insects & Diseases Cereal, Fiber & Oil Crops Weed Science Crop Improvement Soil Fertility & Fertilizers	1.0	Associate Professor 1988	Ph.D.	Tenured	1988
118091-001	Animal Science – General Agricultural Business-Law	J. Greathouse	Animal Science Livestock Selection & Evaluation Beef Cattle Production Animal Nutrition Agricultural Law	1.0	Associate Professor 1996	Ph.D.	Tenured	1996
118091-006	Animal Science – Nutrition, Genetics, General Livestock Production	B. Howell	Beef Cattle Production Genetics Animal Nutrition Dairy Cattle Production	1.0	Associate Professor 2004	Ph.D.	Tenured	1998
118091-002	Agricultural Business- Appraisal, Marketing, Finance	A. Novotorov	Marketing Farm Products Agricultural Commodity Marketing Int'l Ag Economics Agricultural Resource Valuation Agricultural Firms Management Agricultural Finance	1.0	Assistant Professor 2006	Ph.D.	Tenure-Track	2006

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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Position Number</i>	<i>Projected Department Needs</i>	<i>Faculty Member</i>	<i>Current Faculty Expertise</i>	<i>Assigned Instructional FTE's</i>	<i>Current Rank (Date)</i>	<i>Degree</i>	<i>Track</i>	<i>Year Entered FHSU Service</i>
118091-003	Agronomy – General Crop Production, Plant Physiology	R. Stephenson	Agronomic Crop Science & Physiology Pasture & Forage Crops Agronomic Crop Production Agricultural History Soil & Water Management Development & Classification of Soils	1.0	Associate Professor 1988	Ph.D.	Tenured	1988

## Bibliography of Departmental Scholarly Activity

Russian authors, **Andrew Novotorov**, 2008. *Method of Allocation of Perfect Competition Parameters from Expenses v. Revenue Data Collection in the Agro-Industrial Complex Enterprises of U.S.A.* Economics of Agribusiness Companies Applied Research Journal. pp. 50-52.

Departmental Grade Distribution Table

Semester	% A's	% B's	% C's	% D's	% U's	% I's	% WP	% WF	Total Students
Spring 2008									
Fall 2007	27.9	33.8	20.9	7.9	5.8	2.6	0.9	0	530
	<u>82.6%</u>								
Spring 2007	23.2	37.7	25.5	9.5	3.4	0.5	0	0.2	440
Fall 2006	32.0	33.8	21.1	6.6	4.7	1.4	0.0	0.4	512
	<u>86.9%</u>								
Spring 2006	21.8	35.8	30.0	7.5	4.6	0.0	0.2	0.0	413
Fall 2005	23.7	35.9	26.8	6.8	2.9	1.2	1.5	1.2	518
	<u>86.4%</u>								
Spring 2005	21.3	38.1	25.6	9.9	3.2	0.4	0.8	0.6	493
Fall 2004	25.3	35.9	25.5	7.0	4.0	0.2	1.4	0.7	569
Spring 2004	26.3	35.6	25.1	6.9	5.1	0.8	0.0	0.2	475
Fall 2003	23.7	26.9	28.9	10.9	6.2	0.6	0.6	2.2	695
Spring 2003	21.4	30.7	29.0	11.3	4.7	1.2	0.3	1.4	576
Fall 2002	21.1	32.2	30.0	12.9	1.7	0.3	0.8	1.1	659
Spring 2002	26.7	27.4	27.2	12.4	3.5	1.6	0.7	0.4	547
Fall 2001	22.5	32.6	27.5	11.4	4.3	1.0	0.5	0.3	728
Spring 2001	26.3	28.6	27.9	10.7	2.9	0.7	0.4	2.5	559
Fall 2000	24.3	30.5	27.8	11.5	3.6	0.6	0.5	1.2	771
Spring 2000	25.3	34.0	29.0	8.5	1.8	0.6	0.5	0.3	656
Fall 1999	30.8	28.7	28.9	8.3	1.6	0.7	0.9	0.1	876
Spring 1999	25.5	31.7	29.3	10.6	2.2	0.3	0.0	0.4	728
Fall 1998	31.0	25.8	29.3	10.4	1.8	1.1	0.4	0.4	830
Spring 1998	25.2	25.4	30.4	12.8	5.8	0.3	0.0	0.0	654
Fall 1997	30.6	24.7	29.8	10.9	3.8	0.2	0.0	0.0	850
Spring 1997	28.2	26.3	28.6	10.8	5.7	0.4	0.0	0.0	688
Fall 1996	19.5	28.3	33.1	14.0	4.9	0.1	0.0	0.0	830
<b>11 year raw avg</b>	<b>25.3</b>	<b>31.2</b>	<b>28.0</b>	<b>10.1</b>	<b>3.7</b>	<b>0.6</b>	<b>0.4</b>	<b>0.6</b>	

**EXIT INTERVIEWS**  
**Fall, 2007**

22 interviews were mailed out and 11 were returned.

Major:

Agribusiness - 2  
Agriculture-Animal Science Option - 4  
Agriculture-Crop Science Option - 1  
Agriculture-Agronomy Option - 2  
Agriculture-Beef Cattle Management Option - 1  
Agriculture-General Option - 1

What will be your career following graduation (employer, job title, etc.)? What is your starting salary (specify \$/hr, \$/month, or \$/year)?

Grant Co. Feeders, management trainee. \$12.50/hr.  
Full-time student @ Wichita State - Health Professor, undecided.  
Servi-tech, crop consultant. \$31,000/yr + full benefits. Family farm, high school sports coach.  
Farmer/Rancher/Crop consultant/Commercial Pesticide Application Business.  
Feedlot management trainee or cattle buyer trainee. I have interviewed with several companies but I haven't decided yet.  
Bank compliance & credit review. \$15.30/hr.  
Manager, Willow Creek Quarter Horses. Plainview. NE. \$2,600/month + rent/house.  
Crop Quest, Agronomist. \$40,000/yr.  
Working on the Family Farm. \$40,000.  
Ranch hand on family ranch. Not sure.  
I haven't obtained a job yet but would like to work either for a feedyard or be a USDA meat inspector.

Did you obtain your position using the Career Services office here at FHSU?

Yes - 1  
No - 8

What was your most enjoyable AGRICULTURE class? Why?

My classes with Dr. Greathouse and Mr. Glaze were the best. They are excellent teachers and they taught concepts that are used in the "real world."

Livestock Evaluation II, with Kolby Burch. This class was extremely enjoyable and very practical for everyday use. More so, there was a lot of hands on learning, getting outside of the classroom to evaluate cattle. He was an excellent teacher that enjoyed watching us learn.

Agricultural History, because I really enjoyed learning about the past & how agriculture was in the old days. Plus, I really enjoyed the field trip to Minden, NE to Pioneer Village.

I enjoy Crop Production with Dr. Bob Stephenson because we got several hours of in-field experience.

Management and Marketing of Agribusiness Firms, we went on several field trips during the semester and that really complemented or reinforced the information we learned in the classroom. It was really good to tour several Agribusinesses to see their individual management styles and to see how these businesses were ran.

Animal Science. Hands on experiance(sic) & class variety & participation.

Artificial Insemination, because it is a hands-on course.

Ag History.

Any class taught by Dr. Bob or Mr. Glaze they made class time fun.

Reproductive Physiology of Domestic Animals - I learned the most in this class. The opportunity to learn and practice preg. checking is a major asset to the class and the program.

I can't pick just one class. All the classes were very informative & the professors are all very outgoing and enjoyable to talk to.

What was your least enjoyable AGRICULTURE class? Why?

Anything with Dr. Howell. She does not teach and acts as if she doesn't even understand the subject she is teaching.

Crop Science, this class was challenging for me due to have(sic) never farmed before, or really a care about farming at all. A class is always going to be less enjoyable when you don't care too much about the material being taught. The same goes w/ Ag. Law.

Probably Seminar, because I hate going in an(sic) watching all the videos of other seminars. It would be alot(sic) better if the video & sound quality was half way decent.

I felt as though my cereal, fiber, & oil crops class was least enjoyable because I couldn't relate a large amount of the information to what I will be doing in the future.

Animal Nutrition. For me, it was difficult to fully understand some of the concepts being taught.

Principles of feeding - the material was pretty dry & uneventful.

Crop Science, because I was not that interested as much as the crop side of the agriculture industry.

Soil Science.

Home Horticulture, there were to(sic) many projects.

Soils. It was a difficult, boring class. It was even harder trying to stay awake though it at 7:30 in the morning.

What have you liked most about your AGRICULTURE education at FHSU?

In general, I loved the closeness of the department. Everyone gets along and the faculty are helpful and friendly.

The entire Animal Science degree has really opened my eyes about Agriculture. Before I got here, I was pretty narrow-minded about the cattle industry. I have learned a tremendous amount. \*I'm so gratefull(sic) to have gotten the opportunity to work for the Beef Unit for 2 years!

Just my overall wealth of knowledge I came away with. I've been able to take what I have learned & applied it to the farm & it has helped me get a good job.

I enjoyed the student-teacher ratio because with small class sizes you have a one-on-one relationship with your teachers.

Making new friends with the other students within the Ag. Department. Also participating on the livestock judging team and having a coach that actually invested a lot of effort and time into the activity.

The people in the ag. dept. are great to work with and help you out when you need it. The students and peers are always down to earth and enjoyable.

I liked the teaching staff. They were always willing to help, or just sit down and talk when they had some free time.

Some of the hands-on experience included in Labs.

The affordability(sic) of my education that I recieved(sic).

Being able to do so much hands on learning at the college farm & in labs and field trips is a great benefit to your education, especially for a student who has not done it before or dosen't(sic) get to do it at home. The internship in the BCM program is also a great thing. I elarned as much from it as from any class.

The willingness of the professors to help you when you needed it. The professors really seem to care not only about their students eduction(sic), but also about their students lives in general.

What have you liked least about your AGRICULTURE education at FHSU?

Need more degree course options. Its(sic) too much like high school and not alot(sic) of choices on what to take.

I believe we could have gotten outside of the classroom more to do hands on learning, especially to utilize the college farm more than we did.

I don't really have any complaints about the Ag department or any of the programs. I think it was all go(sic) info. to learn & I'm smart(sic) now than when I went in.

I would like to see more ag classes available that are broken down into more detailed areas. A chemical, pesticide, and fertilizer class would be nice.

I was really disappointed that the department didn't hire a livestock judging coach that was more qualified and more accomplished than the one that was hired. Dr. Greathouse didn't take the student's opinions into consideration when making that decision. That was really disappointing to me because it's Dr. Greathouse's duty as a department head to serve and represent his students.

The hog farm experiance(sic).

Not being exposed to real life situations that we will (can't read handwriting) with in(sic) the industry.

Sitting through a Dr. Howell lecture.

The 7:30 A.M. classes.

Teaching mostly textbook concepts. Emphasize more "outside the box" type of concepts.

I really can't think of anything I didn't like.

What would you like to see changed (or remain the same) in the AGRICULTURE department?

Fire Dr. Howell!!

Utilize resources such as the College Farm for more labs in all classes! I like the technology - computer labs given to us for a research, study room.

I have no complaints.

I would like to see as much in-field learning as possible.

In the future, when Dr. Greathouse hires an employee, I hope he makes his decision based on the applicant's qualifications, not solely on his personal relationship with the applicant. Because of this, I will not talk very highly of FHSU's Ag Department, nor will I recommend FHSU to potential students interested in livestock judging or Agriculture. Additionally, when I was recruited to FHSU, the Ag. department advertised using the school farm or instructional purposes, but the school farm and livestock units were seldom used for instructional purposes.

Maybe a possibility of more electives added.

Do more hands-on training when possible.

I would like to see Ag History offered as a Gen. Ed.

I think Agricultural History should be a required class.

I think there should be a class in the Ag department to fulfill(sic) the Range Management requirement that focuses more on livestock production.

There really isn't anything I think should be changed. The classes offered are adequate and the professors are knowledgeable & informative in the material.

Were an active member of any department organization(s) (B&B, DTA, Ag. Business, Rodeo, or Pre-Vet)?

B&B, DTA, Ag. Business.

No, I helped just a little w/ the rodeo program.

DTA.

No - 4.

I was a member of the livestock judging team, the Block & Bridle club, and the Alpha Gamma Rho Fraternity(sic).

Yes, Rodeo.

Rodeo - 2 years.

The first time I was here I was in B&B for 3 yrs.

Did you have a part-time or full-time job during one or more semesters while at FHSU? If so, how many hours did you work each week?

Yes, I worked 20 hrs. a week.

Yes, the entire time, usually 20 hrs/week; no more than 30 hrs/week.

Yes, usually anywhere from 35-60 hrs a wk depending on the time of the year.

Yes, I worked a full-time job on my family farm of 40 hrs. minimum.

Yes, I worked part time in the Ag. department last year assisting Kolby.

Part-time 20-25 hrs/week.

Yes, 40-50 hrs.

Yes, usually worked about 30-40 hrs w eek.

No, I had a summer job only.

Part-time, varied 20-30 hrs week.

I worked anywhere from 30-40+ hrs a week every semester.

Other comments?

Great School!! Don't regret coming here!

Hindsight 20/20, even given the chance to go back & start over, I would choose FHSU Ag. Again.

Overall, the ag. department at FHSU is fairly well-rounded in my mind.

I am also extremely disappooint with Dr. Greathouse's lack of professionalism when handling certain situations like the one between him and the former hog unit manager.

With my most honest oppinion(sic), and to speak for other students who feel same as I do, Dr. Howell is one of the least effective teachers I have ever had for a class. The only way she can teach is by reading directly from the projector and explaining statistics which could easily be handed out during class without wasting time explaining them. Also, while I believe she is very capable of teaching Nutrition and Principles of Feeding, I believe she has more of a negative effect on the students when teaching other classes. While enrolled in this class "Feedlot Tech and Management," I came to realize that I and other students were more knowledgable(sic) on more than a few subjects than Dr. Howell. It also seemed that when we caught her off gaurd(sic), she seemed to make up material

instead of looking it up and finding out for sure. Even though she is tenured, I believe it is in the best interest of the students, faculty and University, that her position be filled by a different person. With Utmost Honesty and Gratitude(sic), (student's name deleted).

### EXIT INTERVIEWS Spring, 2008

28 surveys sent out and 13 returned.

Major:

Agricultural Business - 5  
Agriculture-Animal Science Option - 3  
Agriculture-Agronomy Option - 2  
Agriculture-Beef Cattle Management Option - 1  
Agriculture-General Option - 3

What will be your career following graduation (employer, job title, etc.)? What is your starting salary (specify \$/hr, \$/month, or \$/year)?

Farmers Alliance Insurance Claims adjuster or USDA Warehouse examiner. \$36,000-40,000/yr.  
Ranch Manager. \$35,000.  
\$46,000/year.  
Financial Officer-Farm Credit Service of America-Harlan, IA. \$43,000 plus incentive (up to \$9,000).  
Self employed Rancher. \$unknown.  
I will be working for Crop Quest in Ulysses, KS. \$37,000.  
Self employment part-time farming, oil field, roustabout work. \$14/hr.  
Craine Farms. Agronomist, Laborer. \$2500/month.  
Cattle trader day worker.  
Looking for pharmaceutical(sic) sales. \$N/A.  
(left blank)  
Full-time employee at KSU research & extension Hays, KS Employer-Joe Martin, wheat breeder.  
\$7.36.  
Still looking for a job.  
I am pursuing a career with Cargill as a Grain Origination Specialist. Not sure at this time.

Did you obtain your position using the Career Services office here at FHSU?

No - 7  
Yes - 1  
N/A - 1  
I did an internship and they liked what I did so they offered me a full time position.  
No, talked to Dr. Bob about job. Worked since Sept.2006.

What was your most enjoyable AGRICULTURE class? Why?

Ag Law because it exposed me to some of the legal issues encountered in agriculture and the laws involving agriculture.

I can't remember the course title but Mr. Glaze taught it, we were given the assignment of doing something different on the ranch or farm to make it pay I said "Dung beetle Farm." The second best was farm management learned alot(sic) also taught by Glaze.

All of Mr. Glazes's(sic) classes were fun because of is(sic) teaching style is one that makes classes enjoyable and never boring.

Crop Science. We did a lot of math problems and problem solving which I like. It was neat to learn how plants work and grow. Ag Commodities Marketing was good but I wish we had done more hands on to get experience with grain marketing.

Ag Finance, this class helps students with information on how a business works. It also prepares them for "real world" financial situations.

I liked them all. Except A&P. If I had to pick one I would have so(sic) say Ag Law.

Production classes were the best, especially beef production. It wasn't a lecture class, but more of a forum class with outside sources and different production goals practices and ideas.

Reproduction - because learned how to preg check cattle.

Animal Science, I still remember information that was covered in the course. Ag policy is also an enjoyable class because of the class involvement(sic), its not just reading out of a book but more an open disscusion(sic).

The most enjoyable class at FHSU was Dairy. I went into this class not caring about it because at first I thought the dairy industry was just a big industry was very interesting as well as complex. I learned so much in dairy class. I love going on the tours too.

Pastures and Forages and Crop Production. We did activities outside to look at different forages. In Crop Production we had farmers and speakers come to class to share information. These classes were hands on. Water sampling with Dr. Bob.

I feel the most enjoyable and also the most useful for any Agricultural major was Ag Buisness(sic) or Marketing Farm Products. Both very good and useful classes following college.

Agriculture Resource Valuation. I am just very interested in Appraising.

Crop Production, it ties all the agronomy classes together.

What was your least enjoyable AGRICULTURE class? Why?

Principles of feeding because I do not plan on working in the animal industry.

Ag-commodities class, the actions of the markets were not explained very well and when I thought I knew something turns out I did not. It was a very spotty course. We seemed to be everywhere and it felt like we needed to learn step-by-step not all at once. He(sic) now back track and help those lost.

Dr. Howell's classes are really hard to enjoy just because they become very boring and monotonous.

Ag Finance. It was a repeat of Financial Accounting. I wanted to learn more about banking, credit, and finance. The class was pretty much worthless to me. I wish that the business classes in the Ag Department weren't simply geared towards kids going back to the farm.

Principles of feeding, I did not feel like I learned much from this class. Some of the information was misleading. I felt like the information should apply to this area, not Florida & New York.

A&P. It was super difficult.

Agriculture Finance from Norvatrov(sic). He couldn't teach worth a darn and was trying to teach financial accounting not even finance. The worst part was everyone received an A, with or without trying.

Home Horticulture, Horticulture is totally different than agronomy.

Genetics - the way Dr. Howel(sic) taught the class didn't really get much use from it.

Genetics, Nutrition, Feeds-Principles of Feeds. The lack of knowledge gained from the course work, due to the fact it was based off of reading a powerpoint with the other information! I could have taken the course over the internet because all I had to do was read a powerpoint. I really don't have any interest in any of the Crop diseases, crop insects or Soils courses either. The instructor made it very unpleaseant(sic), when I had a question I would ask but the response I recieved(sic) was unpleasant, seemed offended at the fact I wouldn't understand the first time it was explained & ultamitely(sic) I walked out of the room feeling belittled.

My least enjoyable agriculture class was Agriculture Law. I thought there was too much information to remember. The book was also too expensive for the amount of time we used it. Also, I think I memorized information more than actually learned it. The class seemed to go on forever as well.

Principles of feeding. It was a good class, but I felt the class didn't fit with my major.

The least enjoyabe(sic) Ag class I took was Swine Production. I was not interested entering the class and was still not interested exiting the class.

None.

What have you liked most about your AGRICULTURE education at FHSU?

The wide variety of classes and small class size. Hearing the experiences of the professors. Taking field trips so we can get a first hand look at the different ag. operations.

Everyone was very friendly and always willing to talk. Faculty always willing to visit for(sic) me. Mr. Glaze and Dr. Andrew and with those two gentlemen I felt comfortable talking to them. I look up to both of them. Mr. Glaze is a very open minded with his students.

I have liked the close contact you have with staff and other students because it is a small department you have awesome one on one contact with everyone.

Field Trips. I have learned more on field trips and with hands on experience than in the classroom by far. Visiting with producers on new techniques and what works for their operations has been a valuable learning experience.

For the most part, many of the teachers have a friendly a positive attitude. They are willing to help outside of the class and push you to do your best.

Everybody is really friendly. Met some great people.

It explained the reasoning why we make the decisions we do in the field, it also gave insight to new ideas and different frame of mind with production goals.

For the most part it was all enjoyable.

Mr. Glaze's class because he brings a lot of real world experiences to his classes.

The classroom size.

I enjoyed meeting people. The agriculture department is small so I got to know people very well. I also enjoyed all the teachers. They worked with me whenever I needed the assistance. All the teachers knew me by my name and not as a number in their class.

The teachers I had classes with were always helpful. All the teachers had a good attitude and always wanted me to learn. They made sure I understood the information.

The best part about Agriculture education at FHSU was the teacher to student ratio. I learned a lot because of the one-on-one time I was able to spend with my teachers asking questions.

Instructors, & other opportunities that I was exposed to on field trips. I am a very hands-on type of student & I learned best by doing.

What have you liked least about your AGRICULTURE education at FHSU

A few teachers do not count interviews as excused absences. We come here to obtain a career and our grades are affected if we have to go to an interview during class time. I will just tell my friends about this if they plan on taking interviews.

It's funny that I'm saying this and I can see why but many of the students here are going back to the family farm. This in some ways takes away from a class when a good part of it is very relaxed not as concerned about the future and may be a bit closed minded "That's not how we do it."

Some of the classes that I have had to take that I had absolutely no interest in at all but still had to take.

How almost every class is geared towards kids going back to the farm. There are so many jobs out there for Ag Business majors and I wish I had been exposed to more off farm classes. A lot(sic) of the time I felt singled out and picked on because I was going to be a banker instead of a farmer.

Some of the theories taught(sic), are not practical for this area. Some teachers, are just that, teachers. They have not worked outside of the office enough to teach everyday situations.

I wished some of the labs would have been a little more hands on.

Some of the classes that were required, repeated themselves through the same teacher, language, material, but they had different course titles.

Writing papers.

Probably the way Dr. Howel(sic) teach's(sic) her class lot of it come's(sic) straight out of book and little real world experiences.

Some of the faculties(sic) teaching methods.

I enjoyed all of my agriculture classes at FHSU. I just wish that the university had more money to have better labs. In reproduction, we palpated a lot but I wish we could have did other things such as collect semen, A.I., and much more.

Nothing. The outside activities give you hand(sic) on experience. I didn't get that from junior college.

The part I didn't like was all of the useless field trips that we had to go on otherwise we might fail the class. I went on the same field trip three different times for three different classes but all the classes had the same teacher.

Tests!

What would you like to see changed (or remain the same) in the AGRICULTURE department?

The professors to have their doors open and be more willing to see students. For professors not to make fun of other majors outside the courses they teach.

Keep the instructors/Profs that are always going out of their way to listen and help. Mr. Glaze, Dr. Andrew are good at it. Economics as a Major would be great. Just my thought. Except for Agricultural Business most majors are producer types.

Some of the class requirements need to be reevaluated such as field trips and labs that you get back from 30 minutes late and some of the teaching styles or cr(sic) certain teachers.

Keep the field trips and hands on. Help AgBusiness majors find jobs other than grain merchandising or elevator management. There are so many more opportunities out there. Bring more local Agribusinessmen into the classes to expose students to job opportunities. Push internships, they pay off big time.

More hands on projects in class would be nice.

I really could not find something wrong.

I'd like to see some new initiative from the business division of agriculture, find places to work other than grain elevators, feedlots, or ADM.

More information on the type of chemicals used for certain agricultural pests, specific chemical names and current chemicals.

Have a meats class and a diseases class for beef management student.

I think the thing that most bothers me is the instructors not being present on days of exams & having someone else sit in, makes it very difficult to have questions answered.

I would like to see a judging team again. Most of my memories at FHSU were made being on the team. It helps a person prepare themselves for real life situations. If there is not going to(sic) a team then get rid of Buddy Curry and put the money that you waste on him, back into the agriculture department. I would rather of went on more field trips in school than walk down the hallway and see Buddy playing solitaire on his computer. Considering that there are beef, horse, and swine production classes, you might want to consider making a sheep or goat class as well. I also think that it was a bad idea to turn the sheep farm over to a dairy manager that has no experience with sheep. I understand that she is trying with all her might and working her butt off, but it is hard on her to get everything figured out by herself. I wish you would have left it with Mark and then turned it over to the new swine manager, who by the way does have experience with sheep. All the hard work that Kolby Burch put into that farm with improving it, is now, down the drain. I also have heard from Buddy that the sheep farm is going to buy wool sheep. All I have to say with that is, good luck selling them! HA! As a student here at FHSU, I really did not appreciate all the stories going around about a certain employee leaving. I don't care and don't want to hear the stories.

Keep the hands on experience in classes. You realize after you do them that you learn a lot and sometimes more than you do in the classroom.

As far as the Animal Science option the department offers(sic) they need to put an A.I. class into the mandatory curriculum. I could have gotten a job if I had some A.I. experience.

In regards to my Elements of Statistics class, I feel it is difficult as an online class.

Were you an active member of any department organization(s) (B&B, DTA, Ag. Business, or Rodeo)?

Ag. Business Club.

Agricultural business, also was in B&B (ag awareness) and have helped the Rodeo club.

BandB and DTA.

B&B-2 years. DTA-4 years, Secretary 2 years. Ag Business-3 years, President 1 year.

Rodeo.

Rodeo Team.

No - 2.

Two years Block & Bridle.

I was a dues paying member of B&B but had little involvement(sic).

I was an active member of Block and Bridle for all the years I spent here at FHSU. I think it is a great club. I was very impressed with our advisor, Dr. Howell. She worked hard and helped us out the entire time. She never missed meetings or activities. On the other hand, our other advisor Buddy showed up for 3 activities that I know of. Was late for the ones he did attend and was not reliable for anything. I was member of the best Livestock Judging Team that FHSU will ever have. I had the best time on the team and I owe every minute to Kolby Burch. He worked with us and was dedicated at all times. It is a shame that it ended the way it did. By the way, I never quit the team; you just assumed I did because the other members(sic) didn't have enough courage to confront you about the situation. Don't worry by you saying all those mean things to me and the other guys have just built our confidence up more than ever. You know what's funny, Kolby knew the truth and you were to(sic) ignorant to listen to the truth. I am very disappointed how you handled that situation and I hope that you never say the things to other students that you did to us that day in your office.

DTA, Agronomy Club.

Yes, I was a member of Rodeo for 4 year(sic), one of which I held the title of President.

No. I would have liked to be. Just not enough time.

Did you have a part-time or full-time job during one or more semesters while at FHSU? If so, how many hours did you work each week?

Yes, 30-35.

Yes, since first semester freshman year till now! It varied(sic) do(sic) to how hard class was or how many hours I was taking. Around 30-50 hours per week.

I worked anywhere from 20 to 60 hours a week while going to school since my second semester here.

Freshman-No. Sophomore-25 hrs per week at Enersys. Junior-Carrico Imp-35 hrs per week. Senior-Carrico Imp-40 hrs per week.

Full time, 40-50 hrs a week.

No.

I had a full time job all 8 semesters of school, working 40-70 hrs/week during school.

Part time every semester. Averaged 30 hr/week.

Yes, usually 20-40 hours a week.

Both, I held a position at the same employeer(sic) for all 4 yrs, working anywhere from 40 hrs/wk to 12 hrs/wk.

I had a part time job for every semester at FHSU. I worked about 20-40 hours a week.

Yes, 16 hours/week this semester. 12-14 hours/week previous semesters.

I held a part-time job and rodeo for 4 years and my 5th year just a part-time job. I usually worked around 25 hrs a week.

Full-Time, 40+ hours a week as a manager of Subway.

#### Other Comments?

I can understand why Chemistry is in the required courses however I think a chemistry class should be re-worked for the Agriculture majors. Some of the chemistry stuff was just way to(sic) deep. I also always wanted to say that it always seems that Dr. Gene(sic) just has a very unhappy or negative attitude(sic). Just my opinion but I feel she takes away from others good attitudes(sic). People like Dr. Bob, Dr. Andrew, Mr. Glaze, and Melissa, Mr. (?) are always positive smiling and willing to chat will go out of thier(sic) to chat or say hi! This means alot(sic) to a student. Does Dr. Gene(sic)? There is one in every crowd but it really feels like she takes away from the departments(sic) persona.

FHSU has been a good experience for me.

I really don't have any interest in any of the Crop diseases, crop insects or Soils courses either. The instructor made it very unpleaseant(sic), when I had a question I would ask but the response I recieved(sic) was unpleasant. Seemed offended at the fact I wouldn't understand the first time it was explained & ultamitly(sic) I walked out of the room feeling belittled.

I hope my answers don't come offensive to anyone. I was just stating my opinion because I think it is useful for you to know. Just too(sic) add... I have had alumni, supporters, and current students come ask me why FHSU hired Buddy Curry and how disappointed they were about it. I also know several

prospect(sic) students that would have loved to judge at FHSU but won't now because of the coach. I will recommend FHSU to others but I will not recommend livestock judging to anyone. I enjoyed attending FHSU and would like to send a BIG thanks to everyone for helping me get to the place I'm at.

I really enjoyed Dr. Novotorov's method of teaching. "Little less talk, lot more action". Field trips are great.