

Equine Science and Management Program
2014-2015 Implementation Plan Report
October 2015

Background: The Equine Programs completed a program review, which was largely focused on the ESMA undergrad degree program, in September 2014. An implementation plan was submitted in February 2015 and finalized in May 2015. As a result, some recommendations have not yet been addressed in the intervening five months, many are ongoing, and none are completed; consequently, the report will be necessarily brief. Recommendations that were rejected have been omitted from this report. Throughout the document, the external review committee refers to the “ESM Program.” At times, we believe they are referring specifically to the undergrad degree program (ESMA), while at other times, we believe they intended to refer to the entire Equine Programs (EP).

1. The current administrative position of the ESM Program within CAFE structure should be evaluated. Specifically, is the program positioned appropriately for continued and future success through its association with the experiment station versus the office of academic programs? (This recommendation refers to the Equine Programs as a whole.)

Assessment Method: The EP Council will work with college administration to determine the most appropriate positioning of the Equine Programs with respect to the reporting associate dean.

Results: This recommendation will be addressed at the Equine Programs strategic planning session scheduled for Friday, October 16.

Analysis of results and reflection: Analysis and reflection are impossible, at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

2. The existing structure and alignment of the committees and councils within ESM should be streamlined and/or consolidated with defined roles for individuals. (This recommendation refers to the Equine Programs as a whole.)

Assessment Method: The EP Council will work with college administration to determine the most effective organization of committees within the Equine Programs.

Results: Following consultation with Associate Dean Larry Grabau, the decision was made to eliminate the ESMA Steering Committee and to create the ESMA Curriculum Committee, which is chaired by the Director of Undergraduate Studies. Other

organizational issues will be addressed at the Equine Programs strategic planning session scheduled for Friday, October 16.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

3. The Equine Programs Organizational Chart is unduly complicated and convoluted. A simpler chart should be developed.

This recommendation has not yet been addressed. A revised organizational chart will be developed after Recommendations 1 and 2 are resolved.

4. An ESM program strategic plan should be developed with long-term goals and measurable benchmarks, emphasizing “managed growth” in the ESM program to protect the quality of the program and avoid outstripping resources. (This recommendation refers to the ESMA undergrad degree program.)

Assessment Method: A joint ESMA/ANSC committee was appointed to begin reviewing this recommendation, which affects both majors.

Results: Recurring funding has been made available by the dean for a full-time lecturer position, which will help address shortages in teaching and advising capacity. Further discussion on this issue will continue at the Equine Programs strategic planning session scheduled for Friday, October 16.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

5. New course(s) should be created that emphasize business/accounting education, as well as presentation/ communication skills and interactive skills.

Assessment Method: The ESMA teaching faculty began a curriculum mapping exercise in May 2015. Once materials from these sessions are synthesized, courses where these skills are currently being exercised can be identified and shortages addressed.

Results: In progress.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

6. A course in "alphabet organization" should be considered to provide insight into the horse industry.

Assessment Method: The ESMA teaching faculty began a curriculum mapping exercise in May 2015. Once materials from these sessions are synthesized, courses where these skills are currently being exercised can be identified and shortages addressed.

Results: In progress.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

7. CAFE administration should allocate additional resources to the ESM program in the form of TAs and faculty lines in Animal and Food Sciences or Veterinary Science.

Assessment Method: A joint ESMA/ANSC committee was appointed to begin reviewing teaching-related needs in the ESMA degree program.

Results: Recurring funding has been made available by the dean for a full-time lecturer position, which will help address shortages in teaching and advising capacity. There is the potential for funding to be provided in the next fiscal year for one additional full-time lecturer.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

9. To accommodate continued growth in the program, additional classroom and farm facilities will be necessary.

Assessment Method: A joint ESMA/ANSC committee was appointed to begin reviewing teaching-related needs in the ESMA degree program. These physical constraints are becoming better understood through this process.

Results: In progress.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

10. The ESM steering committee should review the appropriateness of ESM courses and make adjustments to minimize redundancy and increase the rigor of upper level classes.

Assessment Method: The ESMA teaching faculty began a curriculum mapping exercise in May 2015. Once materials from these sessions are synthesized, courses where these skills are currently being exercised can be identified and shortages addressed.

Results: In progress.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

11. The ESM Director position should be a full-time appointment as the program continues to expand, and the Co-Director position should have a more well-defined set of responsibilities, as well as an administrative stipend.

Assessment Method: This issue will be addressed at the Equine Programs strategic planning session scheduled for Friday, October 16. Following the strategic planning session, the EP Director and EP Council will work with college administration to address this recommendation.

Results: In progress.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.

12. The ESM faculty should develop a University Scholars Program in conjunction with the graduate programs in Veterinary Sciences, Animal and Food Sciences and Plant and Soil Sciences.

Not yet started.

13. The ESM program should promote the tremendous equine reproduction opportunities available to undergraduates at the Gluck Center and for students with an interest in the science of horses, other well-known research programs in Veterinary Sciences, Animal and Food Sciences and Plant and Soil Sciences.

Assessment Method: This recommendation should read “member departments” instead of “Veterinary Sciences, Animal and Food Sciences and Plant and Soil

Sciences.” The departments with which this program collaborates reach beyond VS, AFS and PSS and also may change over time.

Results: It is important to promote the research opportunities to undergraduates in **all** CAFE departments, and work is ongoing in this area.

Analysis of results and reflection: Analysis and reflection are impossible at this time.

Ongoing improvement actions: Ongoing improvement actions will begin following analysis.