

September 5, 2003

To: All College Personnel

From: Scott Smith

Subject: AgFutures Update #6

Department and Program Name Changes

We are currently reviewing and processing three proposals for name changes.

- 1) Animal Sciences proposes the new name “Department of Animal and Food Sciences”.
- 2) Agronomy proposes to change its name to “Department of Plant and Soil Sciences”.
- 3) The Steering Committee for the interdepartmental B.S. in Plant and Soil Science requests that the program be re-named “Horticulture, Plant and Soil Sciences”.

These proposals have been widely known and discussed for some time. The College administrative group and the Ag Faculty Council have been consulted. At this time any final or additional comments from any College personnel are invited. These should be submitted to me any time during the next two weeks.

Human Environmental Sciences Merger

Since the Board of Trustees action this summer, many and various measures have been taken to advance the merger with the School of Human Environmental Sciences. These include several joint events and functions, for example, the merger will be featured as the “theme” of Roundup this year. Representation is being established for HES faculty, staff and students on important committees and councils. The two alumni boards have met to discuss their collective future. The establishment of uniform and consistent management processes is largely complete. I want to thank the dozens of people in the School and throughout the College who have worked so diligently and cooperatively.

Under university regulations, Schools are administered by Directors. Formally, I will serve as Director of the School of Human Environmental Sciences through this academic year. It is expected that this position will be filled on a permanent basis and at a more appropriate level after plans and procedures for the School further solidify, and as resources allow.

The Board action included a mandate that the appropriate administrative alignment of Early Childhood programs be reviewed. The Provost has appointed a committee, chaired by Gary Hansen, to do this. The committee is analyzing various options for administrative relationships with the College of Agriculture and the College of Education.

Undergraduate instruction and student services are receiving the greatest attention at this time. Our highest priority is a positive and non-disruptive transition for undergraduates. Student Services staffs have been merged into a single unit under the direction of the Associate Dean for Instruction. Susan Skees remains in the role of Director of Academic Services. In Erikson Hall, Louise Gladstone, Gail Fortner and Helen Johnson will continue to staff a student services office for undergraduates in HES majors. All of the Student Services staff are doing an outstanding job under uniquely challenging circumstances.

A committee has been appointed to oversee and help direct the merger of instruction-related functions in HES and AG. Larry Grabau is chair, with membership including Lee Edgerton, Ray Forgue, Louise Gladstone, Susan Michelman, Mary Roseman, Susan Skees, Randy Weckman and Loys Mather *ex officio*. To quote from my charge to the committee, "The assignment will be quite broad, ranging from the nuts and bolts of student services, advising, recruiting, student activities and events; to broader and more academic questions such as consistent college requirements. ... Many unanticipated questions related to reorganization have already arisen, and I expect that will continue throughout the academic year cycle. I hope your group will even go so far as to help me set the stage for long-term needs in curriculum and undergrad program review."

New College Advisory Board

I recently established **UK-CARET** (University of Kentucky Council for Agricultural Research, Extension and Teaching). This creates the College's top-level, comprehensive stakeholder group for advisory and advocacy support. Although we already interact with a very large number of councils, leadership and advisory groups, until now no board has been available to deal with those large issues which cut across extension, teaching and research.

For many years we have participated in the national CARET organization that supports federal-level advocacy for all Land Grant colleges of agriculture. A few states, now including Kentucky, have connected their state-level advisory boards to this organization.

UK-CARET membership includes designated representatives from existing alumni and extension organizations, but adds numerous at-large positions. This provides an opportunity to consult an active, influential and experienced group of leaders from all sectors of agricultural and food enterprises. A highly successful initial meeting was held on August 31.

College Administrative Leadership

Lionel Williamson formally assumed leadership of the new College Diversity Office on September 1. Dr. Williamson's title is Assistant Dean. He will split his time between continuing extension responsibilities and this important new assignment. Lionel's office will remain on the third floor of Barnhart. Advancing diversity will be one of six key goals in the new university and College strategic plan (described below). Using the College Diversity Task Force Report as a foundation, Lionel expects to work with other

members of the Strategic Planning Committee to further define the functions and impact of his office.

John Obrycki, new Chair of Entomology, arrived in July. John built a distinguished record of research and teaching at Iowa State. He also provided leadership for an inter-departmental ecology program. John will continue his research activities at Kentucky. His first substantial burden as chair may have been to sort out the relocation of the department within Ag North and the Dimmock Building.

Also recruited away from Iowa State, **Joe Kurth** recently occupied the office of Assistant Director for 4H and Youth Development. Joe has already spent a great deal of time traveling the state, meeting with agents and leaders. We welcome Joe and John and their families to Kentucky.

Searches are underway for two key administrative positions in the College. Interviews were recently completed for the Chair of Forestry. This individual also will be expected to coordinate the planning and development of the proposed School of Natural Resources, to include Forestry and Landscape Architecture. All candidates under consideration are external. We are optimistic about a successful conclusion to this search in the very near future.

I am recruiting for the position of Chief Financial Officer of the College. This will be a very high-level classified position, requiring experience and an MBA or comparable qualifications. The individual will gradually assume leadership of budgetary and financial management in the College, filling some of the responsibilities now held by Jim Lawson and Joy Long who will both continue to work in post-retirement appointments.

I expect to open the search for the Associate Dean for Instruction some time this month. We are currently collecting input on whether this will be an internal or a national search. We are grateful that **Loys Mather** has agreed to continue as Acting Associate Dean for Instruction while the search progresses.

College Strategic Plan

As promised, we have started the development of a new strategic plan for the College.

This is necessary and important for several reasons:

- 1) The university has recently completed a new strategic plan, "The Challenge and the Dream". This mandates that all colleges and academic units develop strategic plans with compatible structure and format.
- 2) During deliberations on the merger with HES; the Board of Trustees, the Senate Council, and the HES Faculty all urged that the College review its plan (and its name) in the context of reorganization.
- 3) The most recent College plan dates back to 1989. We have surely changed some since then and the issues and decisions we will face over the coming decade have changed dramatically.

I have appointed and charged a Strategic Planning Committee that includes representatives of the administration, every department faculty, agents, staff, and students. Believing that this is a critical process for the College's future, I will chair the committee. The full committee will begin work this month and should complete a final draft in January. A web site is being established where you can find the committee membership plus the charge and correspondence to the committee. At various stages of plan development, this site will also be used to solicit input and feedback from all College personnel.

Committee membership includes:

Nancy Cox	Larry Turner	Linus Walton
Lionel Williamson	Bob Harmon (Chairs)	Gladys Hildreth (Chairs)
Mary Arthur FOR	Ernie Bailey VSC	Ric Bessin ENT
Greg Brock FAM	Glenn Collins AGR	Liz Easter MAT
David Ditsch (Quicksand)	Lori Garkovich CLD	Lisa Gaetke NFS
Dave Harmon ASC	Bob Houtz HOR	Steve Isaacs AEC
Lloyd Murdock (Princeton)	Martha Nall CES	Horst Schach LA
Paul Vincelli PPA	Steve Workman BAE	
Charles Comer 4H/YD	Laura Stephenson FCS	Steve Moore ANR

Trish Dyk (metrics, ESCOP Leadership Program)
Deborah Witham (editor)
Ashley Griffin (staff and Ag Communications support)
Additional staff representative designated by CASLC
Two Student representatives

I have been involved in several pointless planning committees. This should not be one of those. The College Strategic Plan will express, and in significant ways, determine both general direction and specific priorities over the rest of this decade. The committee has been charged to:

- Write a new vision, mission and values statement for the College.
- Develop a comprehensive but concise (4-page) strategic plan consistent with the format of the university's new strategic plan.
- Make a preliminary recommendation on the name of the College.

In my judgment, there are a couple of key issues that must be addressed if we are to have a meaningful and useful plan. I have framed these as questions below, and would encourage you to think about and discuss these with colleagues now and throughout the process. Later on we will inform you of the mechanism for forwarding comments to the committee.

1. The new vision and mission statement for the College Strategic Plan must express the full range of what the College is and what it seeks to become. We will need to decide how to balance an affirmation of our traditional strengths with a commitment to new and broader opportunities. Would you favor a Strategic Plan which:

- a) Strongly emphasizes a changing, comprehensive role in agricultural, food and environmental systems?

- b) Emphasizes the balance between commitment to our agricultural and rural foundations and a response to new opportunities and needs?
- c) Emphasizes more our long-standing commitment to farming and rural communities?

2. During the discussions about the HES merger, multiple trustees and faculty asked that we review the College name. A substantial majority of colleges of agriculture in the U.S. have now added other elements to their name, while retaining the word "Agriculture". If this were adopted here, which of the following examples would you favor?

- a) College of Agriculture and Natural Resources (ANR)
- b) College of Agriculture and Life Sciences (CALS)
- c) College of Agricultural, Food and Environmental Sciences (CAFES)
- d) Other?

With regard to a possible College name change, are you:

- a) Strongly in favor of an appropriate change?
- b) Willing to support an appropriate change, if recommended by the planning committee?
- c) Strongly opposed to any name change?

3. What are other big, defining issues that you think the Strategic Planning Committee must consider?