

**PROGRAM REVIEW IMPLEMENTATION PLAN
PROGRESS REPORT
Entomology
2020 - 2021**

1. **Within one year, organize a retreat or a series of meetings with all faculty, staff, and students to develop a long-range strategic plan for the department which addresses the following issues:**
 - **What will the future focus of the department, be and how will new faculty hires fit the newly defined directions?**
 - **Additionally, develop a transition strategy to manage the retirement of key extension personnel to ensure continuity of programs to stakeholders and county agents. Consider all possible strategies to accomplish this, including hiring extension specialists/associates and early hires prior to retirements and/or transfer of some federally-mandated programs to the college.**

Assessment method: Feedback from attendees

Results: Day-long faculty retreats were held in 2017 and 2019

Analysis of results and reflection: 100% of the departmental faculty attended the retreat; we discussed many issues, including the two listed above. We reached some agreements and decided to continue to discuss other items.

Ongoing improvement actions: A second faculty retreat was organized in August 2019. Several important decisions on future faculty positions and graduate education were made at this meeting.

2. **Charge the departmental curriculum committee with reviewing the suitability and availability of all courses offered in the department. Develop a plan to enhance undergraduate enrollment and course offerings. Greater investment in teaching assistantships may allow for higher enrollments in existing courses.**

Assessment method: Committee report and discussion at faculty meetings

Results: The curriculum committee discussed suggestions and made recommendations to the faculty

Analysis of results and reflection: The faculty discussed results at faculty meetings.

Ongoing improvement actions: ongoing

3. **With graduate student input, create a mechanism that provides graduate students with meaningful teaching opportunities and access to travel funds. Critically evaluate graduate stipends.**

Assessment method: Faculty feedback

Results: Faculty discussed this issue and agreed to increase the stipend for pre-qualifying students to \$19,000/year and for post-qualifying students to 21,000/year.

Analysis of results and reflection: This is good start, and we hope to do this annually until the stipend rates reach similar levels as our peer departments

Ongoing improvement actions: An increase was implemented on July 1, 2017 and again July 1, 2019 to increase the stipend for pre-qualifying students to \$21,000/year and for post-qualifying students to 23,000/year. Student stipend was discussed at a faculty meeting on September 10th 2021 and decided to increase the increase the stipend for pre-qualifying students to \$23,000/year and for post-qualifying students to 25,000/year beginning August 2022.

4. Work with CAFE administration to identify how the department can become unified in a single location.

Assessment method: completed action plan

Results: Drs. Obrycki, Rieske-Kinney and Syed moved into labs in Ag. North. Additional lab spaces were renovated to accommodate Dr. Potter and Gonthier's programs.

Analysis of results and reflection: Most Entomology faculty members (except two who use lab space in plant science building) are in Ag. Science North.

Ongoing improvement actions: Continue to improve lab and office space in Ag. North. Most of the faculty offices in Ag. North were renovated in 2020 and 2021.

5. Identify mechanisms to increase collaborative research within the department and across colleges. This could result in a better balance of grant funds and publications among faculty.

Assessment method: Initiated discussions with faculty in Colleges of public health and Medicine on possible collaboration.

Results: Some of Entomology faculty-initiated collaborations with other faculty in CAFE and UK

Analysis of results and reflection: This is a good start and we will continue working on it.

Ongoing improvement actions: Ongoing

6. Identify and develop opportunities for staff to participate in social event planning, professional development, and career enhancement.

Assessment method: Organized annual holiday lunch for members of the department.

Results: Most of the members of the department attended the event.

Analysis of results and reflection: This first event went well; we plan to organize additional social

events. Bi-monthly staff meetings are being organized since 2019.

Ongoing improvement actions: Ongoing

7. Release a portion of Smith-Lever funds to support in-state travel by extension faculty.

Assessment method: Completed.

Results: Advice from two Associate Deans of Extension was not to implement this recommendation due to reduction in department extension budget during past few years.

Analysis of results and reflection: This is a reasonable course of action in light of recent budget cuts.

Ongoing improvement actions: Revisit this recommendation when the budget situation improves.