

**Plant Pathology
Implementation Plan Report FY 2019
Based on 2015-2016 Periodic Program Review**

1. Create two new Regular Title Series tenure-track faculty lines in the department.

Assessment Method: Numbers of regular, full-time Plant Pathology faculty in each title series.

Results: Since 2016 the department has added three new faculty members, one in the Extension Title Series (tenured), one in the Regular Title Series (tenured), and one Lecturer. The new faculty member in the Regular Title Series was, until July 1, 2018, the Associate Dean for Research in the College of Agriculture, Food and Environment. He stepped down from that position and joined the faculty of his home department, Plant Pathology. Meanwhile, that new faculty member has taken on considerable responsibilities with respect to administration of the Plant Pathology graduate programs as the Director of Graduate Studies (DGS), and is also developing new undergraduate and graduate courses.

Analysis of results and reflection: The new, tenured faculty member in the Regular Title Series will require time, space and resources to gear up a laboratory or field research program. Currently space and funds are at a premium within the department. Nevertheless, by taking on DGS and some other responsibilities from other faculty members, he is facilitating their research progress. This is especially so for the former DGS, who now has a \$1.25 million competitive research award from a USDA/NSF joint program.

The Lecturer position has increasingly been given administrative responsibilities, and now serves as DUS for two programs: AMBT and the Agriculture Individualized Curriculum Program. Considering these responsibilities and ongoing success in instruction and outreach, it would be appropriate to upgrade that position to tenure track as Special Title Series.

Ongoing improvements: Recurring funds for the two new tenured faculty members have not yet been established, and this issue needs to be addressed. Furthermore, the department expects the new faculty member to develop a research program. Additionally, the department still considers it a priority to recruit an additional faculty member to broaden its research and instructional base, if funds can be identified for the purpose.

2. Identify relevant laboratory space for the new faculty hires

See FY 2017 report.

Ongoing improvements: With the new faculty member joining the department in 2018 (see above), it is possible that additional laboratory space will need to be identified in the near future.

3. Provide startup funds for the new faculty hires, including adequate funds for major equipment.

Ongoing improvements: Whenever a new faculty line is approved, funds must be identified at the College and University levels to provide competitive start-up resources commensurate with the nature of the position.

4. Replace plant growth chambers with current, more efficient models, particularly in the containment suite.

This goal has been met. See FY 2016 report.

Ongoing improvements: Although the recent addition of three chambers has addressed this goal, as other growth chambers age they will need to be replaced. The suite of containment chambers in the Plant Sciences Building is now 15 years old, and their replacement should be considered if funds can be identified.

5. Avail institutional resources that have been implemented to help increase applications from traditionally underrepresented minorities.

See FY 2017 report.

Ongoing improvements: Continued communication with the CAFE Office of Diversity, and encouragement of faculty to actively recruit promising and diverse graduate student prospects by, among other things, offering undergraduate internship opportunities, are thought likely to be the most effective means of improvement.

The 2019-2020 incoming class of graduate students comprises six students, of whom three (1 woman and 2 men) are domestic students, and one of the three domestic students is a Latino male.

6. Develop a comprehensive graduate student orientation program for both domestic and international students.

See FY 2017 report.

Ongoing improvements: The department faculty have been encouraged to structure courses and research activities early in their students' programs to utilize and thus reinforce the skills taught in PPA 784.

7. Promote an active social committee to foster interactions among all members of the department.

See FY 2017 report.

Ongoing improvements: With the many professional and personal demands on the time of all members of the Department, it is difficult to envisage increasing social activities. Members of the department continue to be encouraged to participate.

8. Develop plans to promote travel to professional meetings by all graduate students in the department.

Assessment Method: Proportion of PPA graduate students attending and presenting at scientific meetings each year, and number of meetings and presentations by each student.

Results: In 2018-2019, the number of PPA graduate students presenting at national meetings increased from five to seven. These students utilized block grant funding that was provided to the department for graduate student support and activities, including travel to meetings.

Analysis and reflection: With the number of PPA graduate students at 15-16, the number attending and presenting posters or talks at meetings is now close to the target of 50% per year.

Ongoing improvement:

The department will continue to encourage, and within budgetary constraints, financially support students to present at national and regional conferences.

9. Examine new sources of funding to support in-state travel for extension faculty and develop plans with the Associate Dean for Extension to adequately fund the extension programs within the Department.

No progress to date due to budget constraints. To be addressed in 2019-2020.

10. The Department should discuss with the college administration possible financial support for undergraduate research projects, where such support can aid in graduate student recruitment directed towards underserved minorities.

No progress to date due to budget constraints. To be addressed in 2020.

11. Encourage faculty to take sabbatical leaves to improve their skill sets and refresh their perspectives on their careers.

Assessment Method: Numbers of faculty considering and taking sabbatical leave.

Results: One faculty member was awarded a Jefferson Science Fellowship with the U.S. State Department Agency for International Development.

Analysis of results and reflection: Although faculty sabbaticals have been less frequent than the target of one per faculty member every seven years, this reflects the low number of requests. Although reasons not to request sabbatical leave can include family or other personal considerations, there is concern that the intense nationally competitive nature of the research for most of the faculty, and difficulty obtaining grant funding, militate against the possibility of sabbaticals.

Ongoing improvement: The Chair, Dean and Provost have generally been supportive of sabbatical leave, committing at least six months of salary support

for the faculty on such leaves. The College and University have agreed to a 12-month paid sabbatical (2019-2020) for the faculty member taking the position of Jefferson Science Fellow in Washington, D.C. Reasons for low numbers of PPA faculty members taking sabbatical leave will be discussed at an upcoming faculty meeting to gain greater understanding of the roadblocks to sabbaticals, and to develop strategies to address those roadblocks.

12. While the need for additional space may result in a college level analysis of space allocation, every effort should be made to keep the Plant Pathology research and extension faculty in the Plant Sciences Building.

Assessment Method: Space inventory.

Results: This goal was met. All Lexington-based PPA programs are based in the Plant Sciences Building, with the exception of the Plant Disease Diagnostic Laboratory (PDDL), which is based in the greenhouse complex nearby. The Department has two Extension faculty members and a second based at UKREC in Princeton, Kentucky, which is appropriate for their commodities responsibilities (grain and oilseed crops). The UKREC facility is in the last stages of expansion and remodeling in connection with the new Grain and Forage Center of Excellence,

Analysis of results and reflection: The expansion and renovation of the UKREC facility is likely to improve the quality and quantity of research, diagnostics and office space available to PPA faculty, staff and students there.

Ongoing improvement: As the Department grows, discussion continues with the CAFE administration to keep the physical coherence of the unit.

13. Not applicable; Original suggested goal was rejected.

14. Increase Master's Program degrees conferred. This recommendation was added in 2018 as a result of feedback from the Kentucky Council on Postsecondary Education.

Assessment Method: Track numbers of students enrolled, and degrees conferred in the Plant Pathology Master's Program over a five-year period. The target is three degrees per year beginning in 2021, resulting in 15 degrees produced over 5 years by 2026.

Results: The Department met in September 2018 and agreed to implement a Plan B (non-thesis) M.S. program, and explore a 4+1 program in Plant Pathology.

Ongoing improvement: A curriculum is being drawn up for the purpose of proposing a Plan B M.S. in Plant Pathology.