School of Plant & Environmental Sciences

- Our vision is to create a School of Plant and Environmental Sciences within the College of Agriculture and Life Sciences that will increase the visibility, opportunities, and impact of our learning, discovery, and engagement programs.

- By capitalizing on the strengths of the Departments of Crop and Soil Environmental Sciences, Horticulture, and Plant Pathology, Physiology, and Weed Science, the college and school will make new investments to increase our capacity and tackle the many challenges in agriculture and food security, the green industry, plant biology, and the environment.

School of Plant & Environmental Sciences

- Creates academic programs tailored to preparing our students for rewarding and challenging careers in the plant and environmental sciences;

- Encourages and optimizes multi-disciplinary collaboration among faculty that will allow for increased research and funding opportunities;

- Establishes a core area of research for new facilities, including greenhouses and the Human and Agricultural Bioscience Building 2, which is part of the planned Human and Agricultural Bioscience Precinct;
School of Plant & Environmental Sciences

- Forms a framework to allow strategic decision-making about hiring and resource allocation. It consolidates operations for greater use of resources, which reduces administrative burdens on faculty allowing them to focus on scholarly activities while still retaining current staff;

- Serves as a tenure home for faculty members in the three departments involved; and

- Aligns and empowers our faculty and staff, so we can solve the grand challenges of the future.
School of Plant & Environmental Sciences

• Planning Committee – input for school creation

• Working Groups – detailed planning recommendations
  • Organization and Administrative Structure
  • Undergraduate Programs – Plant Sciences; Environmental Sciences
  • Graduate Programs
  • Space & Facilities
  • Faculty Governance
  • Staff & Support Personnel
  • AREC Integration
  • Finance & Operations
  • Advancement

• Timeline - July 2016
SPES Planning Committee

- Alan Grant (chair), Beth Grabau, Jacob Barney, Jim Westwood, Bhadra Gunasekera, Roger Harris, Pris Sears, Holly Scoggins, Richard Veilleux, Rhonda Shrader, Meredith Steele, Kang Xia, Wade Thomason, Aureliano Bombarely Gomez, Sakiko Okumoto, Steve Rideout, Pete Schultz, and Tom Thompson

- Create multiple ways for faculty, staff, and students to give input for School creation

- Consider and recommend the most appropriate sections for the School with input from departments
SPES Working Group

- Organizational, Leadership, and Administrative Structure working group
  - Alan Grant (chair), Beth Grabau, Roger Harris, Tom Thompson, Saied Mostaghimi, Susan Sumner, and Ed Jones
  - Secure approval for name “School of Plant and Environmental Sciences” through university governance and BOV
  - Administrative structure
    - Head, program directors, and area representatives - roles
    - Areas — how are they formed, what roles will they play in the School
  - Reach out to external and industry groups (include CALS Communications and Marketing)
SPES Organizational Structure

• School Head - similar to a department head
  • Undergraduate Program Director
  • Research & Graduate Program Director
  • Extension Program Director (Project Leader)

• Area representatives

• Executive Council – advisory council for the Head
  • Head (chair), 3 program directors, and the area representatives
SPES Organizational Structure

- **Areas**
  - Promote collaboration among faculty currently in different departments
  - Assist in mentoring and evaluation
  - Contribute to the School’s strategic plan and hiring plan
  - Area representatives serve on the Executive Council, P&T committees, and standing committees
  - Faculty members to self-identify with primary and secondary areas

- **Possible Areas**
  - Horticulture & Turf
  - Environmental Science
  - Production & Ecology
  - Pathology & Weed Science
  - Biology, Genomics, and Improvement
SPES Working Group

- Plant Sciences Undergraduate Program working group
  - CALS Academic Programs rep (Erik Ervin), Ozzie Abaye, Ben Tracy, Jen Stewart, Alex Niemiera, Barbara Leshyn, Sarah Gugercin (Susan Day), David Schmale, Anton Baudoin, and Sakiko Okumoto
  - Recommend a plan for a new B.S. in Plant Sciences with appropriate majors and options; now is the time to be creative and innovative!
  - Focus on reaching “new” student populations
  - Prepare a proposal for CALS and university governance & SCHEV
  - Develop checksheets, etc.
  - Develop plans for...
    - undergraduate advising for Plant Sciences
    - marketing Plant Sciences
  - student recruiting, retention, and success
SPES Working Group

• Environmental Science Undergraduate Program working group
  • CALS academic programs rep (Alex Niemiera), Brian Badgley, Jen Stewart, John Galbraith, Kang Xia, Greg Welbaum, and Ruth Grene
  • Critically review current options in ENSC for currency and student demand; propose new majors and options if necessary; now is the time to be creative and innovative!
  • Focus on reaching “new” student populations
  • Prepare documents as necessary for CALS and university governance and SCHEV; develop checksheets, etc.
  • Develop plans for…
    • undergraduate advising for Environmental Science
    • marketing Environmental Science
  • student recruiting, retention, and success
SPES Working Group

- **Graduate Programs working group**
  - CALS graduate programs rep (Saied Mostaghimi and/or Susan Sumner), Ryan Stewart, Lee Daniels, Bingyu Zhao, Eric Beers, James Anderson, David Haak, Eva Collakova, Steve Rideout
  - Review, compare, contrast graduate programs and procedures in the departments
  - Develop a plan for SPES graduate programs
    - MS degrees (incl. OMALS); PhD degrees; Relation to IGEPS, MPS, etc.
  - Prepare proposal(s) for CALS and university governance & SCHEV
  - Develop “graduate guidelines” document(s) as necessary
    - Teaching requirement; Seminar requirement
    - Course requirements if any
    - Other policies and expectations related to graduate students and graduate advising
  - Develop plans for graduate student recruiting, retention, and success
  - Consider and recommend options for graduate student office and computing needs
SPES Working Group

- **Space and Facilities working group**
  - Erik Ervin, Steve Nagle, Tom Thompson, John James, Jeff Burr, Dave Close, Dennis Gehrt, Guillaume Pilot, Michael Flessner, and Beth Grabau
  - Recommendation for space utilization and planning:
    - Inventory facilities across the three departments, on- and off-campus (including ARECs)
    - Develop a facilities SWOT analysis
    - Evaluate how department facilities are currently managed and resourced
    - Provide recommendations for housing SPES administration
    - Recommend renovations to relocate administrative staff support
    - Recommend priorities for current facility needs, including repairs and improvements
    - Provide recommendations for future HABB/greenhouse facility planning
SPES Working Group

• Faculty Governance working group
  - Mike Goatley, Mark Reiter, Megan O’Rourke, Holly Scoggins, Beth Grabau, Roger Harris, Tom Thompson, Boris Vinatzer, and John Jelesko
  - Recommend by-laws, including:
    - Faculty mentoring
    - Expectations for promotion and tenure
    - Faculty performance expectations and minimum standards
    - Annual evaluation process
    - Peer review of teaching and extension
  - Recommend promotion and tenure guidelines and procedures
  - Recommend committees/ committee structure and terms
  - Recommend faculty meeting policies
SPES Working Group

- Staff and Support Personnel working group
  - CALS HR, Pat Donovan, Annie Lawrence, Takeshi Fukao, Constance Close, Pris Sears, Roger Harris, Judy Fielder, Niki McMaster, and Xiaofeng Wang
  - Identify staff and support personnel needs
  - Recommend evaluation procedures
  - Consider organizations for representative employee groups (e.g., staff organization) of SPES
SPES Working Group

• AREC Integration working group

• Greg Evanylo, Joyce Latimer, Bobby Grisso, Shawn Askew, Hillary Mehl, Hunter Frame, Wade Thomason, Tony Wolf, and Jim Owen

• Recommend ways to enhance interactions between ARECs and SPES

• Recommend ways to coordinate Extension programs and activities within the School
SPES Working Group

- Finance and Operations working group
  - CALS Finance, Judy Keister, Sabrina Allen, Dee Perkins, Ben Tracy, Ashley Wills, Richard Veilleux, John McDowell, Patsy Neice, Dana Danis, Beth Grabau, Roger Harris, and Tom Thompson
  - Business and HR operations (many sub-tasks)
  - Budget allocation to School
    - Models?
    - Merge overhead, various funds, and VTF funds, or keep separate for a time?
    - Structure: positions, duties, services for faculty, approvals
    - Changing org numbers
  - Merge start-up and other obligations and determine assets and liabilities of the School
  - Information technology (include CALS-IT rep)
    - How do departments currently handle IT needs?
    - Recommend a plan for SPES IT support
SPES Working Group

- Advancement (Development and Alumni Relations) working group
  - Vernon Meacham, Ben Grove, Jamie Lucero, Beth Grabau, Tom Thompson, and Roger Harris
  - Engage with alumni and friends of the college to keep them connected
  - Engage with VTF and donors to update gift and endowment agreements as needed
  - Engage prospective donors
  - Develop a strategy to capitalize on new development opportunities offered by creation of the School
Thank You

Questions?