

MINUTES
Departmental Meeting
Thursday, June 3, 2016
10:00 a.m. – Noon
129 AGLS

Welcome/Announcements

Dr. Elliot welcomed Dr. Alan Sams. Dr. Sams discussed the current College mission to review and strengthen climate in the departments. He emphasized that this is all about structured conversation going on in the departments. He expects all departments to prepare a climate plan. Resources will be made available for climate enhancing functions.

Dr. Elliot announced that a departmental climate committee has been formed and that Dr. Julie Harlin will serve as chair. Members of the committee are:

- Dr. Chanda Elbert
- Dr. Theresa Murphrey
- Dr. Billy McKim
- Dr. Andy Vestal (invited)
- Reid Stavinoha
- Tanya Gunnels
- Dr. Gary Briers (ex officio)

Dr. Harlin said this committee would be very transparent and open. No one will be excluded from meetings. Person must have a passion for helping the department move forward.

See attachments A (Climate ideas) and B (Improvement Activities Table).

A round robin engagement process was used to solicit faculty feedback and input on improving ALEC climate.

New Faculty Positions

At the last meeting, Drs. Edney, Dooley, Lindner, and Hanagriff agreed to work on update. See Attachment C for a listing of the five initiatives proposed to increase capacity and capitalize opportunities.

Next meeting will be August 25th at 9:00 a.m.

ALEC Climate Ideas
Drs. Murphy and Elliot
4/21/16

Why do we need effective climates?

- Respectful environment = ↑ Productivity
- Supportive environment for collaborative work
- Positive Climate reduces distractions, unproductive activity. (And stress, ... turnover...other negative outcomes). Barriers to achievement.
- Positive Climate increases productivity, fulfillment, satisfaction

ALEC Strengths

- Departmental Ombudsman
- Regular “Departmental” meetings (Faculty/Staff/Students)
- Agreed/Approved document “Departmental Expectations and Aspirations”
- Departmental Handbook is online with policy and minutes
- Up to date in ADVANCE involvement
- Review APR – Provide input – Seek clarity in the letter

ALEC Growth Areas

- Systematically address contributions to climate
- Continue search committee training
- Address Academic Program recommendations

ALEC Leadership Roles

- Systemically address commitment to improve climate
- Leadership: Program Leaders, ADH, DH, Lead Staff
- Engagement – Departmental faculty, staff, students (advisory committees, undergraduate advisors)
- Seek out and take advantage of all TAMU/COALS opportunities

ALEC Climate Plan

- Recruitment (Faculty Hires – Graduate Students/Assistants – Undergraduate Students)
- Involvement in non-traditional activities (faculty and students. Broaden collaborative efforts/activities)
- Accountability: COALS/TAMU Data and External Reviews, discussion of Contributions to Climate during APR
- Alignment: All current COALS and TAMU initiatives embedded in ALEC Strategic Plan.

ALEC Improvement Activities

Trust	Keep as is	Cull	Modify/Add
1. 3-5 Member Faculty Advisory Committee			This new group, representing the faculty, would meet regularly (perhaps monthly) with the DH and Ombudsman to assist with important decisions and report back to the faculty
2. Lunch with Dr. Elliot			
3. Establish an ALEC Climate Committee			This new group's focus would be to enhance ALEC's climate (activities and function TBD).
4. Clarify Ombudsman role			Especially as it relates to concerns brought to the Ombudsman.
5. Internal & external mentors for assistant professors			
6. Teaching Effectiveness Document			
7. Student Scholarship Selection			
8. APR process			
9.			
10.			
11.			
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17.			
18.			
19.			

ALEC Improvement Activities

Confidence, clarity and consistency in processes/people	Keep as is	Cull	Modify/Add
1. Merit evaluation process			
2. Faculty operation resources			Some call it travel funds, regardless, it is calculated using WSCH generation.
3. HIE resource access process			
4. Program area purchase request form			
5. Maestro process			
6. Research Sign Off process			
7. Credentialing process			
8. Concur approval process			
9. Faculty website presence			research skill set, research interest, programmatic framework, CV, photo, etc.
10. L3C MOA			
11. CLUES MOA			
12. Teaching assignments			
13. Study Abroad identification process			
14. Dr. Joe Fellows			
15. SWOT			
16. Strategic Plan			
17. Room reservation			
18. ALEC Parking Spot Reservation			
19.			
20.			

ALEC Improvement Activities

Transparency	Keep as is	Cull	Modify/Add
1. Share Faculty merit rankings & amount			
2. ALEC External Development Board			
3. ALEC Internal Advisory Board			
4. Faculty individual accounts			
5. Increase faculty brown bag seminars			Especially, after events, trips, & activities such as study abroad, study aways, international experiences, HIEs, SSSC, NCAC-24, WERA1010, ALE, AAAE, AIAEE, NACTA, etc.
6. Decentralized program area budgets			
7. Dept. & fac. mtg. agenda item solicitation			
8. Dept. & fac. mtg agendas 1-2 weeks early			
9. Grant management and documentation			Tanya includes all forms of resources in her database
10. Micro burst meetings			
11. Online incentive policy			
12. Temporary teaching policy			
13. P&T guidelines			
14. Sharing Dept. Report Card			
15. GTA assignments			
16.			
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ALEC Improvement Activities

Communications	Keep as is	Cull	Modify/Add
1. Department Handbook			Update on a regular schedule
2. Department Meeting Minutes			
3. Faculty Meeting Minutes			
4. Elliot's Report			
5. Undergraduate Report			
6. Graduate Report			
7. Extension Report			
8. ALEC Social Media			
9. Public Value Statements			
10. Impact Statements			
11. Program Area notes/minutes			
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ALEC Improvement Activities

Respect	Keep as is	Cull	Modify/Add
1. Reinstate Monthly birthday celebrations			
2. Reinstate Strength activities in Dept. Mtgs.			
3. ADVANCE participation (ALEC 100%)			
4. Expectations & Aspirations Document			
5. DH Expectation Document			
6. Celebrate successes			In Elliot's report, at Dept. Mtgs., other?
7. Continue to encourage faculty development leaves.			e.g., Drs. Lindner and Briers
8. Continue to seek visiting scholar and interagency partnership agreements			e.g., Drs. Lindner, Elbert, and Moore
9. Reinstate Thursday morning coffee			
10. Reinstate "Green Sauce" Tuesday			
11. Student organization leadership			
12. ALEC national & international leadership			
13. Land Grant Impact portal			
14. Texas Emergency Management (Andy)			
15. Staff			
16. Students			
17. Faculty			
18.			
19.			
20.			

2016 Agricultural Leadership, Education, and Communications (ALEC) Capacity Needs for Establishing New Strategic Initiatives

According to the recent National Academy of Sciences: A Framework for Assessing Effects of the Food System report, the U. S. food system is embedded with a diverse, ever-changing, and broader economic, biophysical, and sociopolitical context (see Figure 1).

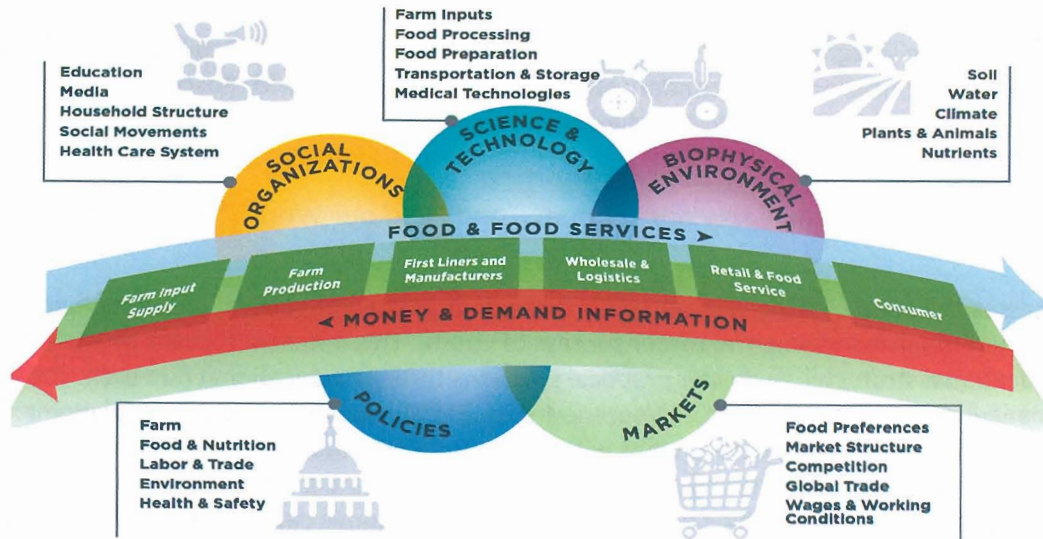


Figure 1 -The National Academy of Sciences: Links between the food supply chain and the larger biophysical and social/institutional context.

The report adds that little research has been undertaken to explore the complexity of the food system. Food system decisions are made every day that affect input food production and demand, which induces effects throughout the system. These effects are opportunities for focused research, education and service, which is perfectly aligned to agricultural education, communications and leadership.

The National Institute of Food and Agriculture (NIFA) identified forward-thinking investments in research, education and extension (see Figure 2) focusing on four goals. These directly relate to Texas A&M University's Department of Agricultural Leadership, Education and Communications (ALEC). The following are four of their ten action plan items, which NIFA identifies as critical to their strategic plan.

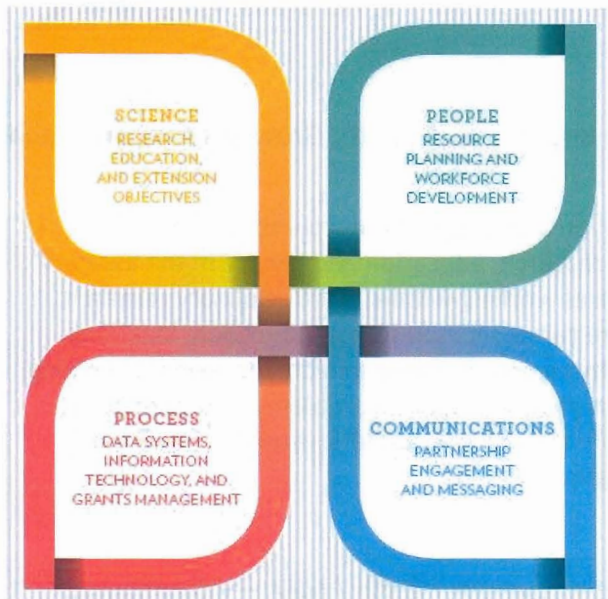


Figure 2 National Institute of Food and Agriculture (NIFA) Strategic plan framework - Four goals and related processes

- Sustainable Agricultural Systems - addressing human interaction between science and technology and viable rural communities
- Education - leadership and guidance to serve secondary and postsecondary institutions
- International Programs - strengthening the capacity needed to achieve food security objectives
- Youth Development - research-based youth development through engagement, learning and education

Each of these action plans directly relates the core functions of ALEC and represents an opportunity. Connecting the research needs proposed by the National Academy of Sciences and the action plans of NIFA, there is also a direct alignment to the Grand Challenges from the TAMU's College of Agriculture and Life Sciences. This proposal includes new ALEC capacity building initiatives aligned to enriching our youth, growing our economy and feeding our

world through improved education, service and research. The following are descriptions of these initiatives to increase our capacity and capitalize on these opportunities.

STEM Educator Preparation

Grand Challenge – Enrich our Youth / NIFA – Youth Development

This initiative involves enriching our youth in academic achievement, college/career readiness, and career development through collaborative partnerships among educational agencies (public/private/home schools, community colleges, and university supports the goal of breaking the poverty cycle through educational attainment. This is a new initiative that would be devoted to the integration of STEM, research projects with the accountability system for public schools, industry internships, and certifications for secondary students. Close alignment with Roscoe Collegiate ISD's P—20 model for education will be part of the research and extension component.

Educational Outreach in Secondary Agricultural Education

Grand Challenge – Enrich our Youth, Grow our Economy, and Feed our World / NIFA – Education & Youth Development

This initiative addresses the need of enriching our youth through targeting agricultural educators and addresses growing our economy through increasing the career success of youth. This initiative focuses on utilizing large data sets and developing educational strategies to deliver practical solutions through educational outreach. Areas of focus include financial management, marketing and entrepreneurship, STEM education, and career planning. This initiative utilizes a community approach, through partnerships with agricultural educators and the Instructional Materials Service (IMS)/Texas A&M University to utilize currently established linkages to create an immediate impact and position Texas A&M University as a global leader in enriching youth and increasing economic capacity of youth. This initiative also will focus on international development in the area of educating youth in developing nations.

Technology Enhanced Instruction

Grand Challenges- Enrich our Youth / NIFA – Sustainable Agricultural Systems and International Programs

This initiative will work closely with college faculty to enhance effective delivery (utilizing the latest technological pedagogy strategies) of information to “Educate Leaders for the 21st Century.” Technology enhanced instruction also will enable the Department to improve educational outreach, develop innovative delivery techniques that can help communicate with youth, and reach international development needs through both traditional and newly available mobile technologies.

Sustainable Agriculture Systems

Grand Challenges – Enrich our Youth; Protect our Environment; Improve our Health; Grow our Economy; and Feed our World / NIFA – Sustainable Agricultural Systems

This initiative will seek to enrich our youth by capturing ideas, innovations, and approaches to improve our environment, our health, our economy and our food system through research, education and service in the areas of human interaction of science, leadership and communities. This requires working within interdisciplinary research, teaching, and outreach programs to better prepare students for future careers in non-formal education, including youth development. In addition, graduates are needed to lead agricultural organizations and create policy to develop innovative ways of doing business, expanded opportunities for growth, new solutions to problems, and enhanced information channels to address issues and concerns for producers, processors, wholesalers, retailers, importers, exporters, policy makers and all associated private and public sector groups.

International Agriculture Development

Grand Challenges – Feed our World; Protect our Environment; Improve our Health / NIFA – International Programs

Reducing poverty and hunger leads to improving lives around the planet. This initiative is designed to address the issues surrounding the adoption and diffusion of technical and scientific advances while taking into account cultural norms and environmental concerns. This initiative is also an expansion of our current faculty positions in this area, but allows for a direct focus on this aspect of international development.