Call to Order

Dean Karen Plaut called the meeting to order at 3:02 PM.

Approval of Agenda

Natalie Carroll introduced a motion to approve the agenda. Scott Downey seconded the motion. The agenda was approved unanimously.

Reports and Updates

COACHE survey – Haley Oliver

Haley highlighted initiatives from previous COACHE surveys; one in particular is expansion of College of Agriculture Multicultural Programs. Haley also stressed the importance of participating.

See presentation included in the document that is appended to these minutes.

Digital Innovation in Agri-Food Systems Laboratory (DIAL) – Alan Gray, Executive Director

DIAL is morphing to more of a University activity. Purdue is using it as a brand. A 2015 McKinsey Global study said agriculture and food systems are behind the digital evolution seen in other initiatives. DIAL will (1) create better alignment between upstream and downstream and the consumer, (2) look across industries to close the gap in agrifood innovation, and (3) focus on solutions that make a positive impact. DIAL will serve as catalyst with open innovation; Alan stressed that open innovation is key!!

DIAL builds companies—over $30 billion was invested in the food value chain in 2020; 58 billion was invested last year! Yet, the innovation remains fragmented. Alan stated that DIAL wants to work with industry to know the problems and what needs to be done.

Another point Alan focused on was “success through experience and partnership.” Namely, Alan’s experience and the experience of DIAL leadership—Tim Dixon, Senior Director; Ben Van Nostran, Senior Director; and Erica Cottrell, Director of Operations & Programs. The partnership comes from a five-part platform DIAL built:

(1) Collaborators: Ernst & Young and High Alpha Innovation (venture studies out of Indianapolis).

(2) Purdue: partnering with Burton Morgan Center, The Data Mine, Foundry, CFDAS, Innovation Science Lab, and the College of Agriculture.

(3) Strategies: Food & Agribusiness companies such as Nestle and Elanco.
(4) Financials: getting outside monies where possible, but not as the core source of funding.
(5) Fellows: 1st cohort with three individuals. These three individuals will propose two companies in June 2022, and DIAL will select one of them, though this is not guaranteed.

DIAL over next 4 years:
– 40+ fellows
– 6 engagement events per year
– 12 innovation companies created
– 3 times money earned over invested capital

Alan then took questions from those in attendance.

Jerry Shively asked: “What is in it for Purdue, and what is in it for the CoA?”

Alan responded that DIAL projects Purdue as a leader in areas of innovation and change; we want to be known for innovation. We figure out problems and look for solutions. Those problems and solutions do not have to be at Purdue. Also, DIAL creates and promotes human capital; there is a lot of student activity.

Haley Oliver asked: “What is the diversity of your pool, and what is your diversity goal for the next four years?

Alan responded that DIAL screens first for entrepreneurial background. Even though the current group of three are all males, there were females and URMs who applied. Those that we considered could not commit to our timeline. Since we need to innovate in this area, we need diversity of thought.

**Document X – Proposed Revisions of the Agricultural Faculty Constitution – Joe Anderson**

Joe summarized the changes to the Constitution. A suggestion was made to use gender neutral pronouns (they/them/theirs) instead of he/she. Another suggestion was to avoid using red and green for proposed changes in the document. Joe stated that those changes would have to come at different faculty meetings as all changes to the Agricultural Faculty Constitution must first go through Agenda & Policy. Joe suggested that individuals should send proposed changes to their department representative on the Agenda & Policy committee.

**Consent Agenda – Action Items**

Items on the consent agenda were considered. Dean Plaut asked if anyone wished to remove any item from the consent agenda for additional discussion. Dennis Buckmaster made a motion to discuss Document XVI, Part B. Natalie Carroll seconded the motion. The motion passed unanimously. Natalie Carroll made a motion to approve the remaining items on the consent agenda. The motion was seconded by Sylvie Brourer and passed unanimously.

Dennis Buckmaster expressed concerns that the Digital Natural Resources minor looks more like a concentration. He pointed out that at the University level there is already a Data Science Certificate and, in the CoA, we have the Data Driven Agriculture minor. Both are available to FNR students. Some expressed separate concerns about the accessibility of the Data Driven Ag minor to some students in the college. Dennis replied that he is always willing to work with departments. Mike Saunders specifically addressed the concerns about the Digital Natural Resources minor by stating FNR wants to focus on acquisition and that two of three FNR majors require accreditation; if a Digital Natural Resources concentration was created, that would also require accreditation.
Dean Karen Plaut called for a motion. Greg Fraley moved to approve Document XVI, Part B as written. Mike Saunders seconded the motion. The motion passed by a vote of 23 to 11.

Memorial Resolutions

None.

Report Items

Standing Committee Reports:

1. Agenda and Policy Committee – Joseph Anderson
   Since time was running short on the meeting, Joe had no other updates other than the changes to the Constitution of the College of Agriculture Faculty, which he covered previously in the meeting.

2. Area Promotions – Dean Karen Plaut
   To associate professor: 15 reviewed by Area Committee; 14 made it through; those 14 all made it through Panel A.
   To full professor: 4 reviewed and all 4 made it through both committees.
   Additionally, the following were reviewed and made it through both committees:
   - 1 to research associate professor
   - 2 to clinical associate professor
   - 1 to clinical professor

3. Curriculum and Student Relations Committee – Scott Downey
   Scott expressed gratitude to the committee. This year CSRC began focusing on the impact of decisions on other programs. Also, CSRC looked at graduate-level courses and CSRC’s role in evaluating them. Finally, CSRC looked at expanding the opportunities for students to meet learning outcomes.

4. Grade Appeals – Associate Dean Christine Wilson
   One reviewed and approved.

University Senate Report – Robert Pruitt

Bob highlighted three things from the Senate: (1) Senate passed a recommendation for a medically excused absence policy which is in line with what Purdue already has for military service, grief, etc.; (2) explained that J-term is now Winter Flex and will run 10 days between end of Fall term and beginning of Spring term. Winter Flex will start Fall 2022 for study abroad courses only; (3) discussed shared governance and how that will affect the Senate. Bob added that there are few details on shared governance, which means no real progress.

See report that is appended to these minutes.

Dean’s Report – Dean Karen Plaut

Due to time constraints, Dean Plaut quickly went through her presentation, pulling out various aspects of the College to highlight. For example, Karen commented on the College’s rankings—Purdue’s College of
Ag & Forestry is ranked #7 in U.S. and we are the #15 Ag program in the world. Faculty honors include: Sarah LaRose, the 2022 National ACTE Postsecondary Professional of the Year; and Eileen Kladivko, recipient of the Spirit of the Land Grant Award. Outside of the Faculty, Ashley York, from Animal Sciences, won Purdue’s Outstanding Advisor Award, and Karen Richey received the Hovde Award of Excellence.

Dean Plaut then spoke about various offices in the college. In the Office of Multicultural Programs, there is a new hire, Dr. Linnette White, Assistant Director, Faculty and Staff Development. The office also received a two-year gift from Cargill for $400,000 and a two-year gift from Farm Credit Mid-America for $250,000. International Programs in Agriculture is streamlining processes for approval of international activities; has the Washington Mandela Fellows program – 3rd year for State Department summer program; will resume awarding International Travel Grants for faculty, after a 2-year suspension; and new for fall 2022, has an “international” mentoring program under development. The Office of Academic Programs (OAP) created new messaging for students—Explore the Possibilities: A World of Opportunities in food, agricultural, life, natural resource and social sciences and engineering. OAP also hired Anna Williams as Early Outreach Initiatives Coordinator. Purdue Extension partnered with the Center for Disease Control, organized workshops of the next generation of farmland seekers, and supported Indiana Agribusinesses.

Dean Plaut turned her focus to Ag Research and Grad Education. Specifically, the 2030 Idea Challenge, designed to launch novel projects with the potential for transformational change to global challenges in food security and sustainability, the environment, and health. Karen concluded her remarks by highlighting 4 Purdue Moves:

1. Food Entrepreneurship & Manufacturing Institute (FEMI)
2. Controlled Environment Agriculture
3. Data Driven Ag Minor
4. Purdue Applied Microbiome Sciences

Dean Plaut’s presentation is included in the document that is appended to these minutes.

Adjournment

Natalie Carroll made a motion to adjourn the meeting. Greg Fraley seconded the motion and it passed unanimously. The meeting was adjourned at 4:46 PM.

Next Meeting

The 2022 Fall Semester Agricultural Faculty meeting is scheduled for 3:00 PM on Wednesday, November 30 in the Dean’s Auditorium in Pfendler Hall Room 241. There will also be a virtual option.

Respectfully Submitted,

Timothy P. Kerr
Secretary, Agricultural Faculty
Faculty Job Satisfaction Survey (aka COACHE Survey)

Collaborative on Academic Careers in Higher Education
Initiatives from previous COACHE survey data

• Update promotion and tenure criteria in all colleges
• Enhanced annual review process
• Creating a promotion pathway for lecturers to senior lecturers
• Convening a C/P faculty advisory board and creating a Provost Fellow position for supporting C/P faculty development
• Leadership program enhancement (e.g., Department Head forums, the Insights Forum, the Academic Alliance Leadership Program
• Dr. John Gates as Vice Provost for Diversity and Inclusion
• College of Agriculture expansion of Office of Multicultural Programs
### Table 1: Rates within Purdue University Divisions*

<table>
<thead>
<tr>
<th>Division</th>
<th>Response Rate</th>
<th>Completion Rate</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purdue University: College of Agriculture</td>
<td>53.5%</td>
<td>45.5%</td>
<td>85.1%</td>
</tr>
<tr>
<td>Purdue University: College of Education</td>
<td>53.3%</td>
<td>45.3%</td>
<td>85.0%</td>
</tr>
<tr>
<td>Purdue University: College of Engineering</td>
<td>35.3%</td>
<td>28.7%</td>
<td>80.8%</td>
</tr>
<tr>
<td>Purdue University: College of Health and Human Sciences</td>
<td>52.0%</td>
<td>41.0%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Purdue University: College of Liberal Arts</td>
<td>47.1%</td>
<td>38.8%</td>
<td>82.4%</td>
</tr>
<tr>
<td>Purdue University: College of Pharmacy</td>
<td>72.4%</td>
<td>68.4%</td>
<td>94.5%</td>
</tr>
<tr>
<td>Purdue University: College of Science</td>
<td>40.5%</td>
<td>35.3%</td>
<td>87.2%</td>
</tr>
<tr>
<td>Purdue University: College of Veterinary Medicine</td>
<td>45.2%</td>
<td>36.5%</td>
<td>80.8%</td>
</tr>
<tr>
<td>Purdue University: Honors College</td>
<td>50.0%</td>
<td>42.9%</td>
<td>85.7%</td>
</tr>
<tr>
<td>Purdue University: Libraries</td>
<td>78.8%</td>
<td>72.7%</td>
<td>92.3%</td>
</tr>
<tr>
<td>Purdue University: Other</td>
<td>46.2%</td>
<td>30.8%</td>
<td>66.7%</td>
</tr>
<tr>
<td>Purdue University: Purdue Polytechnic Institute</td>
<td>46.5%</td>
<td>37.3%</td>
<td>80.2%</td>
</tr>
<tr>
<td>Purdue University: School of Management</td>
<td>38.8%</td>
<td>28.1%</td>
<td>72.2%</td>
</tr>
<tr>
<td><strong>Purdue University: Total</strong></td>
<td><strong>46.0%</strong></td>
<td><strong>38.1%</strong></td>
<td><strong>82.8%</strong></td>
</tr>
<tr>
<td><strong>Other Universities</strong></td>
<td><strong>37.1%</strong></td>
<td><strong>28.9%</strong></td>
<td><strong>77.9%</strong></td>
</tr>
</tbody>
</table>

*Within Table 1, divisions with <10 people are not individually reported.*
More information

• Dashboard for previous COACHE results: https://www.purdue.edu/provost/faculty/initiatives/coache.html

• If you haven’t completed the survey, please search your email: coachefaculty@opinioncast.com

• Survey closes April 11, 2022

• Contacts for questions: Dr. Lisa Mauer at mauerl@purdue.edu or 496-3509, or COACHE at coachefaculty@abtassociates.com.
University Senate Report – March 24, 2022

Items of interest to faculty that have come before the senate this semester:

**Recommendation for a medically excused absence policy**

This policy is now in line with other excused absences for military service, grief, parental leave, etc.

**Approval of “Winter Flex” term**

This resolution passed for the term to take place between the end of fall semester and the beginning of spring semester. This will be three weeks in length and due to University holidays will be limited to 10 instructional days. In 2022-23 only study abroad courses will be available during this period; in subsequent years it may also be used for online courses. No instruction on campus will take place during this term.

**Shared governance discussion continues**

This continues to be an issue for many members of the Senate, primarily because of the lack of detail in the current discussions.

Details and additional information are available on the Senate website: https://www.purdue.edu/senate
We:
- address global challenges.
- make education available to all.
- nurture our people.
- champion diversity, equity and inclusive excellence.
- prepare graduates with comprehensive and transformational learning.
- engage with local and global communities
College of Agriculture – By the Numbers

#7 in US
#15 in the world
Agriculture and Forestry

- 2,791 Undergraduates, 769 Graduate Students
- 9.8% of US resident undergraduates are URM
- 14% of US graduate students are URM
- 96% of graduates employed; $48,337 average starting salary
- 23% increase in applications as of 2/28/22

Excelling in Our Land-Grant Mission

- Record Research Awards in FY20 - $76.1 M
- 67% Increase in Extension Engagement in FY20 – 620,000 attended learning events
- $2.4M in Scholarships Awarded to 1,390 Undergraduates for 2021-2022
- 10 New Endowed Chairs
- 2,500 registrants from 122 countries for Global Ag Innovation Forum
Outstanding Faculty & Staff in College of Agriculture

Sarah LaRose
2022 National ACTE Postsecondary Professional of the Year

Eileen Kladivko
Spirit of the Land-Grant Award

Ashley York
PACADA Outstanding Academic Advisor

Karen Richey
Hovde Award of Excellence

2022 University Faculty Scholars
Purdue New Faculty Beginning January 2021

Julia Bello-Bravo
ASEC

Brenna Ellison
AGEC

Jeneen Fields
BTNY

Hana Hall
BCHM

Krystal Hans
ENTM

Barry Pittendrigh
ENTM

Caitlin Proctor
ABE

Daniel Quinn
AGRY

Halis Simsek
ABE

James Markworth
ANSC

Diego Cardoso
AGEC

Lee Miller
BTNY

Amanda Deering
FS

Roland Wilhelm
AGRY
Department Head Searches Underway

- Forestry & Natural Resources
- Agricultural Sciences Education & Communication

Henry Quesada
Assistant Director of Extension
Ag and Natural Resources
February 2022
• Food and Bioprocess Engineering, ABE
• State and Local Finance, AGEC
• Ag Business Marketing, AGEC
• Agroecology/Soil Health, AGRY
• Geospatial data scientist, AGRY
• Quantitative Genomics, ANSC
• Biochemical Pathways and Metabolism, BCHM
• Sustainable Horticulturist, HLA
• Controlled Environment Ag, HLA (Filled – Celina Gomez)
• Quantitative Plant Biologist, Center for Plant Biology
• Agroecosystems modeling, - AGRY replacement
• Dairy Farm Management Professor of Practice- ANSC
**Staff Promotions**

- **Fall Promotions**
  - 34 Promotions for College Staff (non Field Extension)
  - 37 Promotions for Field Extension Staff
  - Promotions covered all job levels from Support, Professional to Management

- **Spring Promotions**
  - Promotion period for the Spring is ongoing and will wrap up at the end of March
Two Multi-Year Corporate Gifts

- **Cargill** - $400,000 2-year gift
  - Removes all participation fees for PASA
  - Helps develop new programs and events
  - Supports hiring of new Summer Programs and Outreach Coordinator

- **Farm Credit Mid-America** - $250,000 5-year gift
  - Establishes the **Success for Development Program**
  - Brings LeaderShape Catalyst to Purdue Agriculture students.
  - Increases support of MANRRS

MANRRS NASDA Agriculture Policy Summit in Washington, DC: Purdue graduate students: Xavier Miranda, Crenel Francis Jr., and Alexander Robinson
Educational Opportunities

- Monthly special observations/themes delivered in a variety of formats (video, book reading, discussion, etc.). **March:**
  - Women’s History Month: Lessons from Plants (book reading) with a facilitated discussion with HLA and BPP faculty members
  - Disability Awareness Month and Mental Health Awareness week (resource sharing)

Intercultural Development Inventory  -- Completion, Dec. 2022

- Three CoA departments this spring, two summer and final three in the fall.
- Extension offices schedule in development.

Intercultural Development Continuum

- Final stages of survey rollout to department heads in March.
- Working with CILMAR on landing page for resources.
New initiatives and programs for 2022-23

- Streamlining processes for approval of international activities
  - Visiting scholar and graduate student travel approvals - DocuSign by June 30th
  - Orientation for department liaisons: April 5, 10:30-12 in WSLR 116 (in-person and virtual option)

- Washington Mandela Fellows program – 3rd year for State Department summer program
  - 25 Young African Leaders will be on campus June 8-July 16; multiple opportunities to engage

- International Travel Grants for faculty will be returning after a 2-year suspension
  - Transitioning from PRF-supported to College-supported; details forthcoming

- New for fall 2022: “international” mentoring program under development
  - Year-long cohort-based program for faculty interested in exploring international work

- Hardin Award and D. Woods Thomas Award ceremony, May 11 (time TBD) - save the date
New Messaging for the College of Agriculture Academic Programs

• Explore the Possibilities
  • A World of Opportunities in food, agricultural, life, natural resource and social sciences and engineering

• Find Your Fit
  • with individualized learning experiences

• 96% of Graduates are Employed
  • or Continuing their education within six months

Consistent branding look with the University and consistency across our departments. New banners and materials.
Digital Agriculture

• New Academic Programs website forthcoming
• New video to spark new student interest forthcoming
• Expanding course lists in the Data Driven Ag Minor
• Curriculum mapping to show students paths to completion

Early Outreach Initiatives Coordinator – Anna Williams

• Summer program: Pre-College MASI as part of Purdue Summer College
The Indiana Small Business Development Center (SBDC), Purdue Center for Regional Development (PCRD), Purdue Extension, and the Indiana State Department of Agriculture (ISDA) today announced a partnership to launch the Agribusiness Initiative.
Launch novel projects with the potential for transformational change to global challenges in food security and sustainability, the environment, and health

- Convergence of areas within our college and beyond to form teams
- Position team with initial funding and other resources to pursue big ideas and secure substantial external resources to pursue the big ideas

We hope to see you at the team pitches!
  - Look for announcement in coming weeks
IN PLANT SCIENCES:
• Using data science and technology to understand environmental impacts on plants and trees as a first step to improving them.

IN DIGITAL FORESTRY:
• Developing digital platforms and new strategies for sustainable forests.

IN FOOD SYSTEMS:
• Using cutting-edge tools in artificial intelligence and machine learning to understand what people eat and why.

IN ENTREPRENEURSHIP:
• Launching innovative ideas as the basis for products and technologies that improve lives.

IN WORKFORCE DEVELOPMENT:
• Providing a diverse and data-savvy workforce for the agriculture, food and forest industries.
DIAL Six months to build a new business around an industry defined opportunity area

Fellows Program

Assemble

Ideation / Prioritization

Acceleration / Sprint

Clearance

Launch

Founders Program

Process
Opportunities

Food Entrepreneurship & Manufacturing Institute (FEMI)

- Commercialization
  - Connect: Researchers, Industry Partners, Small businesses, & Entrepreneurs
- Entrepreneurship
- Manufacturing
- Development

INNOVATION
- Food, Economic Growth, & Industrial Collaboration

RESEARCH
- Market development, Education, Local, Organic, Unique, Boutique, Healthy
- Scale-up → Small & Large Businesses
- Pilot plant, Commercial kitchen, Sustainability, Transformation
- Functional & Novel, Beverages, Value-added
Opportunities in Controlled Environment Agriculture

https://www.edengreen.com/

Pure Green Farms (enjoypuregreen.com)
Opportunities abound to expand the data revolution into agriculture by blending data science skills with agricultural knowledge.

Large-scale Datasets – Only 1 Farm

<table>
<thead>
<tr>
<th>Source</th>
<th>Records</th>
<th>Variables</th>
<th>Elements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afimilk</td>
<td>45,012,788</td>
<td>48</td>
<td>2,160,613,824</td>
</tr>
<tr>
<td>Dairy Comp</td>
<td>6,462,568</td>
<td>91</td>
<td>120,601,442</td>
</tr>
<tr>
<td>Foerster-Technik</td>
<td>1,131,436</td>
<td>25</td>
<td>28,285,900</td>
</tr>
<tr>
<td>Lely</td>
<td>60,600,465</td>
<td>74</td>
<td>4,484,434,410</td>
</tr>
<tr>
<td>Zoetis</td>
<td>474,536,090</td>
<td>23</td>
<td>10,914,330,070</td>
</tr>
<tr>
<td>Total</td>
<td>~600 million</td>
<td>261</td>
<td>~17 Billion</td>
</tr>
</tbody>
</table>
Opportunities
Purdue Applied Microbiome Sciences

Mark your calendars!

Systems Biology and Computational Approaches to Understand Microbiome Function

Special public kickoff
May 9, 2022
Fowler Hall, Purdue University, West Lafayette, IN

Main Symposium
May 10-11, 2022
Beck Center, West Lafayette, IN