Call to Order

Dean Karen Plaut called the meeting to order at 3:01 PM.

Approval of Agenda

Natalie Carroll introduced a motion to approve the modified agenda. Mark Russell seconded the motion. The agenda was approved using online voting on Zoom—82 individuals voted; 80 yeses and 2 abstains.

Reports and Updates

Equity Task Force Update – Patrick Wolfe, Dean of the College of Science

Dean Wolfe began his report by stating that in the Summer of 2020 the Purdue University Board of Trustees asked the West Lafayette campus to look at equity and inclusion, specifically from the point of view of Black Boilermakers. The timing was due to what happened over the Summer—the death of George Floyd along with other events. Don Thompson, the Board of Trustees member who was asked to head the task force, put together a number of working groups. Dean Wolfe noted that he was on this task force as well as leading a group consisting of all the Deans. He added that he would speak on the task force in general as well as the role of the Deans from each college. Don brought in numerous individuals and the group has held quite a few meetings over the course of the Fall semester. Dean Wolfe stated that they had a two-day working group with about 120 people from all of the Purdue campuses. The advantage of this approach is that many different perspectives have been heard. The disadvantage is that due to the different backgrounds/roles at Purdue, individuals categorize things differently—for example, is a graduate student an employee or a student? Dean Wolfe explained how 10 groups of 12 people were formed—those groups looked at data related to undergraduate students, graduate students, staff, and faculty. He stressed that climate—at the University and within departments—was reviewed, and so was everything that falls under climate, including recruitment, retention, the surrounding community, and what it means to bring Black Boilermakers to campus and make them successful. The 10 groups looked at leadership opportunities and leadership pipelines. Dean Wolfe gave the example that we have one African American Dean and we have John Gates, but we do not have a huge cadre of Black leaders.

Dean Wolfe went on to explain that one working group will take what has been done by the ten working groups, summarize it, and finish up by early December. Unsurprisingly that has not happened, and we will be wrapping things up over the next month or two.

Dean Wolfe stated that Deans are considering areas where Deans have the most direct experience and can be held accountable for results—specifically faculty, staff, and graduate student recruitment, retention, and climate. He added that while we all contribute to the undergraduates, much of the undergraduate experience is handled centrally through Admissions and other offices. He discussed the possibility of a cluster hire of underrepresented faculty, but added it was premature of him to make any definitive statements before the task force wrapped up its work.

Dean Wolfe then opened the meeting for questions.
Jeneen Fields asked, “do you have demographics of faculty, staff, undergraduates, and graduate students across the university? Having this data helps everyone understand where we are going.”

Dean Wolfe responded that the Task Force did look at data for Black/African Americans for faculty, staff, and students; info presented to task force is marked as confidential. His main take away from the data is that Purdue has not moved the needle in 30 years and that this data provides us with strong motivation to make changes.

Scott Radcliffe shared a link to data in the Zoom chat: https://www.purdue.edu/diversity-inclusion/about-us/stats.html

Jonathan Neal asked, “One way to build diversity on campus is having a lot more diversity at the level of Res Hall manager, and other positions that have many contacts with students. Are service staff considered in this conversation?”
Dean Wolfe replied, “yes, I know student life has been involved and there have been teams looking at these aspects of the student experience.”

Marshall Martin asked, “was there input from alumni?”
Dean Wolfe replied, not that he was aware of, he did not know of any surveys that went out to alumni. He knew that the Purdue Life was involved. He was going to make a note and take that back to the committee and ask more about it.

College Awards – John Lumkes and Shawn Donkin

John noted that nominees in attendance would be recognized, and that while the award would not be presented at the meeting, he would announce the recipients amongst their peers. We will officially recognize and celebrate everyone at the College Spring Awards Banquet in April.

• Kohls Outstanding Early Career Teacher—Brady Hardiman
• Pfendler Outstanding Advisor—Laura Bowling
• Kohls Outstanding Teacher—Dennis Buckmaster
• Clinical Faculty—Young-Hee Cho
• Shawn Donkin recognized the Outstanding Graduate Mentor and Teacher award—Andrew Mesecar

John Lumkes thanked the Awards Committee, congratulated the nominees, and reiterated that the College would celebrate with a virtual awards ceremony in the spring.

The 2020-21 Outstanding Service to Students recipient will be announced at a meeting of that individual’s department.

The Awards PowerPoint, with all awards and nominees, is appended to the end of these minutes.

Guidelines on Teaching Evaluations and CoA P&T – John Lumkes

John first discussed how this update was brought about by the Provost’s office exploration of becoming a T1 institution. He went on to explain that himself and the committee were tasked with reviewing the current College guidelines for position and tenure in respect to teaching. Process summary included a committee meeting in 2020, the review of existing and related resources, and the conclusion that the current guidelines do not provide examples of ‘how’.

Outputs

1. Updates to “Guidelines for CoA Promotion and Tenure (revision 1020.12.02)” added styles and consistent formatting, table of contents, summary of historical revisions format, and external links to resources.
2. The document also included a list of resources and examples of how to implement suggested guideline changes (i.e. teaching portfolios, peer-reviewed rubrics)
3. They made available the document provided by the Provost’s office to help faculty implement the new suggestions for teaching excellence.

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. Hearing none, Linda Prokopy moved to approve all items on the consent agenda. B. Allen Talbert seconded the motion. The consent agenda was approved using online voting on Zoom—89 individuals voted; 86 yeses and 3 abstains.

Memorial Resolutions

None

Report Items

University Senate Report – Robert Pruitt

- Faculty Senate passed a resolution to support all peoples.
- Faculty Senate passed a resolution to increase women representatives in the Senate.
- Faculty Senate passed resolutions to maintain decency and decorum in senate meetings.
- Discussed the Senate’s stance on Covid-19 and the impact on the faculty.

Robert’s report is included in the document that is appended to these minutes.

Announcements

Associate Dean Christine Wilson announced that Jeff Nagle and Joe Anderson developed a Brightspace template: https://ag.purdue.edu/oap/Pages/BrightspaceTemplates.aspx

Dean’s Report – Dean Karen Plaut

Dean Plaut began by thanking those present for their perseverance through this unprecedented time and touched on the fact that this year will require compassion, patience, and resilience. Not a person around who has not put in extra effort since March! We don’t know everything that people are going through.

She then highlighted recent rankings for the College and University including being named #1 in ABE Grad and Undergrad programs and #9 Best Public Institution in the US. The CoA is ranked #7 in the United States and #12 in the world. Dean Plaut also recognized notable undergraduates including Dane Chapman (Leadership in Action Award) and Stephen Schwartz (G.A. Ross Award). She went on to point out that the College enrollment number is down by 100 students, highlighting that we must keep growing in order to serve agriculture industries with top talent and maintain a steady resource stream from the University. Her remarks also included recognizing Zachary Brown, president of Purdue Graduate Student Government and newly hired Assistant Director of the CoA Office of Multicultural Programs. The female faculty report showed that female staff face less clarity on tenure, less equity on committee assignments, less professional interaction with colleagues, etc. Dean Plaut’s list of solutions included conducting focus groups with under-represented minorities, improving workload equity in each department, etc. In terms of diversity, equity, and inclusion, Dean Plaut placed an emphasis on Talking Circles, Community Conversations, and Undergraduate and Graduate DATA subcommittees. A monthly “Championing Change” newsletter has been developed to explore topics including recruitment and retention, education and resources, reporting and accountability, climate and culture, and recognition.

Dean Plaut then pivoted to give examples of how faculty and 4-H extension staff rose to adjust to a virtual platform and excel. She also highlighted how research efforts were still able to be accomplished in a COVID-19 world, mentioning how $76.5 million in awards and contracts were awarded to the College, making us only second to the College of Engineering this year. New partnerships with the College include the North Central Regional Center for
Rural Development, Hoosier Farm Market App, Boiler Bee Honey, and a global partnership in the Farmer-to-Farmer program. Dean Plaut highlighted the approval of a new wildlife area animal care building, and ABE moving into its new home. She also recognized entrepreneurial success of undergrads and graduate students including Gryn, Progeny Drone, and Herbi-Soy. New leadership hires include Dr. Linda Prokopy as HLA Department Head and Dr. Mark LeBlanc as the Indiana State Chemist and Seed Commissioner. Dean Plaut then moved into COVID-19 related changes such as the hiring pause, budget cuts and their impact, and a retirement incentive program for faculty and staff. She briefly touched on the 2021-2026 Strategic Plan whose goals include diversity, equity, and inclusion, teaching and learning, research, and engagement. The Strategic Plan’s mission is “Growing a Sustainable Future: the Ideal of a Contemporary Land-Grant Mission”.

Dean Plaut then opened up the meeting for questions.

Zhao Ma, via the Zoom chat feature: “I am going to put a shameless plug to a new paper about gendered impacts of COVID in academic that my colleagues and I just published. It is quite relevant to what Dean Plaut is talking about. [link to the paper].”

Rich Grant asked, “Is there still a cap on undergrad students?”
Dean Plaut replied that there is not! Admissions says they are not going for a specific number and if the CoA increases numbers in the pipeline they can be admitted into the College. However, Admissions does have a target number. We are going to have to be aggressive. The competition for students is much more fierce—students are not going out of state as much and recruiting can occur even after a student accepts their admission to a college/university.

Joe Anderson, via the Zoom chat feature: “I am impressed with the strategic plan and all the work that went into the development and now the implementation.”

Dean Plaut concluded her remarks by once again saying thank you to everybody! Our College has risen to the occasion! It is a difficult time for everyone. Thanks to all Department Heads to help build a culture and community that makes our College so special. Also, thanks to the group that put the strategic plan together. Finally, an extra thank you to those retiring—all total we are losing 1,466 of service—you have made a huge difference!

Adjournment

Dennis Buckmaster made a motion to adjourn the meeting. Joe Anderson seconded the motion and it passed unanimously. The meeting was adjourned at 4:20 PM.

Audio Recording

An recording of the entire meeting can be found here: [link to the recording].

Next Meeting

The 2021 Spring Semester Agricultural Faculty meeting is scheduled for 3:00 PM on Thursday, March 25. It will be held virtually.

Respectfully Submitted,

Timothy P. Kerr
Secretary, Agricultural Faculty
PRESENTATION OF AWARDS ORDER

- Kohls Outstanding Early Career Teacher
- Pfendler Outstanding Advisor
- Kohls Outstanding Teacher
- Service to Students (staff and/or non-tenure track faculty)
- Outstanding Teacher Award for Clinical Faculty
- Outstanding Graduate Mentor/Teacher
RICHARD L. KOHLS OUTSTANDING EARLY CAREER TEACHER

- Nathanael Thompson, AgEcon
- Sarah LaRose, ASEC
- Jen Wisecaver, BCHM
- Scott McAdam, BTNY
- Laramy Enders, ENTM
- Brady Hardiman, FNR
- Ying Li, HLA
...And the recipient of the 2020 -2021 Richard L. Kohls Outstanding Early Career Teacher award is

Brady Hardiman (FNR)
DAVID C. PFENDLER OUTSTANDING COUNSELOR

- Al Heber, ABE
- Laura Bowling, AGRY
- Kara Stewart, ANSC
- Kathryn Orvis, ASEC
- Scott Briggs, BCHM
- Mike Mickelbart, BTNY
- Barny Dunning, FNR
- Kee Hong Kim, FS
- Sean Rotar, HLA
…And the recipient of the 2020 -2021 David C. Pfendler Outstanding Counselor award is Laura Bowling (AGRY)
RICHARD L. KOHLS OUTSTANDING TEACHER

- Dennis Buckmaster, ABE
- Allan Gray, AgEcon
- Mitchell Tuinstra, AGRY
- Mark Tucker, ASEC
- Mark Hall, BCHM

- Bryan Young, BTNY
- Matthew Ginzel, ENTM
- Patrick Zollner, FNR
- Christian Butzke, FS
- Sean Rotar, HLA
…And the recipient of the 2020 -2021 Richard L. Kohls Outstanding Teacher award is
OUTSTANDING SERVICE TO STUDENTS (STAFF) 
(NOMINEES RECOGNIZED IN A LATER MEETING)

• Nathan Engelberth, ABE
• Amy Cochran, AGEC
• Connie Foster, AGRY
• Elizabeth Byers-Doten, ANSC
• Amy Conrad, ASEC
• Lisa Gross, BTNY
• Amanda Wilson, ENTM
• Cortney Mycroft, FNR
• Laurie Lambert Van Keppel, FS
• Carl Geiger, HLA
<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Robert Stwalley</td>
<td>ABE</td>
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<td>Corey Gerber</td>
<td>AGRY</td>
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<td>Jeneen (Abrams) Fields</td>
<td>BTNY</td>
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<td>Krystal Hans</td>
<td>ENTM</td>
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<tr>
<td>Mitchell Zischke</td>
<td>FNR</td>
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<tr>
<td>Young-Hee Cho</td>
<td>FS</td>
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...And the recipient of the 2020 -2021 Outstanding Teacher Award for Clinical Faculty and Continuing Lecturers award is Young-Hee Cho (FS)
OUTSTANDING GRADUATE MENTOR/TEACHER

- Jacob Ricker-Gilbert, AGEC
- Shalamar Armstrong, AGRY
- Allen Talbert, ASEC
- Andy Mesecar, BCHM
- Mary Catherine Aime, BTNY
- Ian Kaplan, ENTM
- Songlin Fei, FNR
- Haley Oliver, FS
- Lori Hoagland, HLA
…And the recipient of the 2020 -2021 Outstanding Graduate Mentor/Teacher award is
The 2021 Annual Spring Awards Banquet will be virtual again this year. Further details will be forthcoming once all the details are worked out.
CONGRATULATIONS TO NOMINEES AND RECIPIENTS

THANK YOU TO AWARDS
Committee on P&T Guidelines for Excellence in Teaching

Initiated by Associate Dean Christine Wilson to begin moving the College forward inline with the Provost’s Office initiatives for a T1 institution

John Lumkes (co-chair), Liz Flaherty (co-chair), Liz Karcher, Sarah LaRose, Stephen Cameron, and Larry DeBoer

Review the “Guidelines for CoA Promotion and Tenure” with respect to the Teaching related sections

Important to Note: “This document is in no way intended to be a set of “policies” or a “checklist”, but rather a general guide to developing a strong case for promotion and tenure.”
• Committee met during 2020
• Reviewed existing document and related university resources
• Concluded that the current document provides good guidance regarding methods available to demonstrate excellence in teaching for the purposes of P&T
  • Does not provide examples of ‘how’
1. Updated “Guidelines for CoA Promotion and Tenure (revision 2020.12.02)”
   Added styles and consistent formatting, Table of Contents, minor wording and summary of historical revisions formats, and external links to resources.

2. Document with the committee’s list of resources and examples to help faculty implement the suggestions in the guidelines.

3. Making available the document provided by the Provost’s office summarizing the university’s framework for teaching excellence.

- Future—the committee has discussed additional ideas to further assist both faculty candidates and committee members (evaluators). We plan to continue our discussions next year.
University Senate Report – December 2, 2020
Items of interest to faculty that have come before the senate this semester:

Commitment to Maintaining an Inclusive Community. Passed by the Senate in September.

Purdue University shall actively uphold the values recorded in University Policy III.C.2 through vocal and visible promotion of inclusivity for all Black Boilermakers and other members of our campus community who are Black, Indigenous, and People of Color; and through vocal and visible condemnation of threats that endanger the maintenance of an inclusive community.

Commitment to Increasing Representation of Women in the Senate and Maintaining a Safe Work Environment Herein. Passed by the Senate in November.

1. Overt and explicit efforts shall be made to increase the total number of women Senate Members.
2. All members of the Purdue University Senate shall be held to the highest standards of decency and decorum.

The Impact of the Pandemic on Faculty. Passed by the Senate in November.

Recognizing that structural inequities may exist and that there is an immediate need for intervention, we support the University in instituting compassionate and supportive policies in response to the pandemic. These efforts may include actions such as:

- Reducing service loads during the pandemic
- Creating mechanisms for making “invisible” service work
- (supporting students during the pandemic, equity and inclusion support at all levels of the University, etc.) more visible through formalizing and recognizing this work
- Giving freedom to instructors to teach in their preferred mode (in-person, online, hybrid, etc.) without the added burden of justifying their preference
- Providing course releases for faculty facing significant caregiving demands
  - If course releases are not possible for faculty with significant caregiving demands, allowing them priority in selecting courses to teach, and hiring temporary help for those courses needing such special support
- Postponing new, non-essential programs and initiatives, especially those that require additional effort from faculty
- Providing guidance for Promotion and Tenure committees for how research, teaching, and service during the pandemic ought to be considered differently than other times

In addition, we encourage the University to promote adoption of these policies across all units, so that faculty will not feel stigmatized for accepting support.

Details and additional information are available on the Senate website:
https://www.purdue.edu/senate
PURDUE COLLEGE OF AG FACULTY MEETING

December 4th, 2020
Thank You
The World is Upside Down

- Nothing seems easy right now.
- It will be a difficult year.
- Things will change constantly.
- We do not have all the answers, but...
- We are in this together.

This year will require an extraordinary level of compassion, patience & resilience.

Source: Getty Images
National and World Rankings

• #7 College of Ag & Forestry in U.S.
• #12 Ag program in the world
  (QS Top Universities 2020)
• #1 Ag & Biological Engineering
  Grad and Undergrad programs
  (2020 US News & World Report)
• #5 Most U.S. Innovative University
  (U.S. News & World Report 2020)
• #9 Best Public Institution in U.S.
  #5 Best for Student Engagement
  (Wall Street Journal/Times Higher Ed 2021)

Elizabeth Flaherty
Murphy Award Winner
Jayson Lusk
Lu Ann Aday Winner
Haley Oliver
Spirit of the Land Grant Award

3 New Named Chairs
Songlin Fei
Maria Marshall
Andrea Vacca
Purdue College of Agriculture Students

Stephen Schwartz
G.A. Ross Award

97% employed or continuing education (May 2019 grads)
  • $45,580 average starting salary
  • 4 year graduation rate – 72%

Undergraduates –
  • 2,731 enrolled in 2020
    • 558 new beginners, 95 transfers
    • 62% women, 38% men
  • Number is down by 100 students

Dane Chapman
Leadership in Action
Purdue College of Agriculture graduates

- 77% Indiana residents
- 18% Out-of-State
- 5% International
- 10% Underrepresented Minorities – 2% Black
- 27% First-Generation college students
681 Graduate Students

- 57% US, from 44 states
- 41% International, representing 47 countries
- 49.6% Women / 50.4% Men
- 9% Domestic Underrepresented Minorities
- 62% PhD, 38% MS students

Zachary Brown
National MANRRS Graduate Student President
Asst Director OMP
Issues

- Female faculty report:
  - Less clarity on tenure criteria, etc.
  - Less effective mentoring.
  - Less equity on committee assignments
  - Less professional interaction with colleagues
  - Less commitment to diversity issues by colleagues

![Clarity of Tenure Criteria - Percent of Assistant Professors Only College of Ag Level 2018](image-url)
Issues

Female faculty report:

- Less clarity on tenure criteria, etc.
- Less effective mentoring.
- Less equity on committee assignments
- Less professional interaction with colleagues
- Less commitment to diversity issues by colleagues

Actions

- Conduct focus groups with under-represented minorities
- Develop a Faculty Self-Development Program focused on Inclusive Excellence
- Create a Faculty Mentoring Program underpinned by Inclusive Excellence principles that clarifies guidelines for mentors and mentees through annual review to P&T review.
- Support collegiality and collaboration within departments supporting informal networking opportunities and increased recognition.
- Improve workload equity in departmental service
Diversity, Equity & Inclusion

- Talking Circles
  - Black, Indigenous and People of Color (BIPOC)
  - Allies and Accomplices

- Community Conversations
  - Continuing the Pursuit series partnering with Colleges of Engineering and Health & Human Sciences

- Undergraduate & Graduate DATA subcommittees
Monthly Championing Change Newsletter

- Areas of Focus
  - Recruitment and Retention
  - Education and Resources
  - Reporting and Accountability
  - Climate and Culture
  - Recognition and Highlights

- Inclusive Excellence Rubric
Success in COVID-19 Education
Success in COVID-19 Times: Extension Events Virtual and In Person
Success During COVID-19 Times

- Research Awards

College of Agriculture
- $76.5 Million in Awards and Contracts
- 2nd to Engineering
Success during COVID-19 Partnerships

North Central Regional Center for Rural Development

Hoosier Farm Market App

Boiler Bee Honey
Farmer-to-Farmer program in Trinidad & Tobago over the next 3 years provides technical assistance from U.S. volunteers to farmers, agribusinesses and other ag sector institutions.
Success During COVID-19 Times

New Wildlife Area Animal Care Building Approved

ABE Moves into their new home  –December 2020
Success During COVID-19 Entrepreneurship

Gryfn uses technology to assess tarsopt

Progeny Drone partners with Agrinomix

Herbi-Soy – Winners of the Soy Innovation Contest
Success During COVID-19 Times – New Leadership

Dr. Mark LeBlanc
Indiana State Chemist & Seed Commissioner

Dr. Linda Prokopy
Horticulture & Landscape Architecture Department Head

Coming Soon…
Animal Sciences & Food Science Department Heads
Success During COVID-19 Times

New Faculty Fall 2020

Kajal Gulati
AGEC
Int'l Ag

Yiwei Huang
HLA
Landscape Architecture

Eun Joong Oh
FS
Biobased Engineering

Lizhi Shang
ABE
Fluid Power

Tor Tolhurst
AGEC
Applied Microeconomics

Lei Zhang
BPP & ENTM
Nematology

4 New Faculty Hired, Starting in 2021

Julia Bello-Bravo
ASEC
Community Engagement

Barry Pittendrigh
ENTM
John V.Osmun
Endowed Chair in Urban Entomology

Daniel Quinn
AGRY
Corn Extension

Caitlin Proctor
ABE
Water Microbiome
Faculty Hires 2020

- Department Heads
  - Animal Sciences
  - Food Science

- Ag Economics
  - Business Management
  - Quantitative Methods

- Ag and Biological Engineering
  - Food and Bioprocess Manufacturing

- Agronomy
  - Soil Health

- Animal Sciences
  - Muscle Biologist

- Botany and Plant Pathology
  - Turfgrass Pathologist
  - Teaching Scholar
Other COVID-19 Related Changes

- **Hiring Pause**
  - Almost 100 temporary, non benefits eligible or critical hires made since hiring pause

- **Budget Cuts**
  - Approximately 6% - GF, Crossroads line items, Extension
  - Bonus pay of $750 from University announced

- **Retirement incentive program for faculty and staff**
  - 47 applications – 46 accepted (1 person not eligible)
  - 28 staff across all departments and 18 faculty
  - Potential savings to College with refilling 1/2 of the positions is approximately $3.9 M recurring
  - Short term pain but long term gain
Looking Forward

2021-2026 Strategic Plan

- Goals
  - Diversity, Equity & Inclusion
  - Teaching and Learning
  - Research
  - Engagement
Our Mission and Vision

Mission (What We Must Do)

- The Ideal of Contemporary Land-Grant
  - Embody the ideal of contemporary land-grant mission to prepare tomorrow’s leaders for meeting society’s needs.

Vision (Where We Aspire To Go)

- Growing a Sustainable Future
  - Achieve worldwide leadership in growing a sustainable future addressing challenges in food, life, and natural resource sciences, working across disciplines.
Our Actions

- Think ‘big’ in research, teaching and Extension
- Invest in and empower people
- Promote inclusive excellence
- Enhance student access, retention & success
- Expand transformational learning opportunities
- Expand online education
- Raise public understanding of agriculture, natural resources & related sciences.