

**ILLINOIS STATE UNIVERSITY  
DEPARTMENT OF AGRICULTURE  
GOAL STATEMENTS, OBJECTIVES AND ACTIVITIES**

**Vision:** The Department of Agriculture at Illinois State University will enhance the global food and agriculture industry by providing a premier educational experience, conducting high-quality research, and providing timely outreach services.

**Mission Statement:** The mission of the Department of Agriculture at Illinois State University is to deliver the highest quality academic programs, prepare students for careers in the food and agriculture industry, conduct scholarly activities that are beneficial to the citizens of Illinois and beyond, and provide outreach services to an ever-changing world. The Department provides the benefits of a small college within a large university, and places the student at the center of teaching and scholarship. Learning is enhanced by strong student-faculty connections and student participation in co-curricular activities and organizations. All academic programs within the Department emphasize the relationship between theory and practice. The Department prepares students to be engaged participants in a global society by fostering teamwork and an informed respect for differences among people.

**Illinois State University Department of Agriculture Goals**

Goal 1. Provide the premier undergraduate educational experience in agriculture in Illinois by positioning students to excel in a globally competitive, culturally diverse, technological, and changing environment.

Goal 2. Provide a high quality M.S. program.

Goal 3. Conduct scholarly activities related to the disciplines in agriculture that are recognized at national and international levels and involve students whenever possible and appropriate. Such activities may relate to teaching, generating disciplinary knowledge, and/or identifying solutions to significant problems.

Goal 4. Participate in service and economic development activities that complement the teaching and scholarly activities of the department.

Goal 5. Enhance the academic atmosphere of the department by actively involving students in developing, integrating and applying the intellectual skills of inquiry, critical analysis, logical thinking and synthesis throughout their academic program, with an emphasis on putting theory into practice.

**Strategic Plan:**

\* **Goal 1.** Provide the premier undergraduate educational experience in agriculture in Illinois by positioning students to excel in a globally competitive, culturally diverse, technological, and changing environment.

Strategy	Action	Educating Illinois Reference	Resource Request	Accountability	Timeline
All students will be taught in classrooms and labs which foster participatory learning	Continue/expand use of labs in Ropp and ISU Farms.	Goal 2 – Strategy 3		All faculty	On-going
	Continue development of horticulture center (greenhouses, gardens, visitor’s center, renewable energy systems).	Goal 2 – Strategy 3 Goal 5 – Strategy 4	\$1 million	Chair, Dean, & Horticulture Coordinator	On-going
Provide an up-to-date curriculum and experiences which involve students in their own acquisition of knowledge.	Facilitate faculty efforts to update and improve the curriculum in each discipline within agriculture.	Goal 1 – Strategy 5		Curriculum comm. and all sequence faculty.	On-going
	Provide equipment support for teaching activities, including computer upgrades.	Goal 2 – Strategy 1	\$25,000 annually	Chair	On-going
	Develop an advisory committee of alumni and friends to offer advice on curriculum periodically.	Goal 3 – Strategy 3			

Recruit and retain high quality faculty.	Convert 0.5 FTE horticulture instructor position to horticulture tenure-track position	Goal 2 – Strategy 1, 2, & 3	\$40,000	Chair/Dean	FY13
	Hire tenure-track Animal Science assistant/associate professor		\$63,000 – 73,800	Chair/Dean	FY13
	Hire tenure-track Agricultural Education assistant/associate professor		\$63,000 – 73,800	Chair/Dean	FY13
	Hire tenure track Horticulture assistant/associate professor		\$63,000 – 73,800	Chair/Dean	FY13
	Hire tenure track Agriculture Economics assistant/associate professor		\$63,000 – 73,800	Chair/Dean	FY13
Recruit students who are academically prepared for higher education and represent the most talented among their cohort group.	Facilitate establishment of scholarships for academically talented freshmen and transfer students.	Goal 1 – Strategy 1,2	\$25,000 annually	Chair	On-going
	Increase recruitment efforts aimed at students with superior high school or community college credentials.	Goal 1 – Strategy 1	\$8,000 annually	Recruitment comm.	Annually
	Monitor admissions to the department.			Chair	Annually
Provide adequate financial support for operations.	10% increase in operating budget.	Goal 4 – Strategy 3	\$15,000	Chair	FY13
Provide adequate summer	Offer up to 4 courses during	Goal 1 – Strategy	\$32,000	Chair/Dean	On-going

school offerings to support department and university programs.	summer including Internship and international exchanges.	1,5			
Infuse the baccalaureate literacy's and skills within and throughout the Agriculture programs.	Encourage writing and oral communication skills, mathematic reasoning, and computer applications, which include the use of appropriate technology in course assignments	Goal 1 – Strategy 3,5 Goal 2 – Strategy 3		All faculty/DFSC	On-going
	Monitor course syllabi for appropriate activities, requirements, etc. in the curricular approval process			Curriculum comm.	On-going
Student and faculty study, travel, and exchanges in other lands and other parts of the country will be encouraged.	Support existing exchange program with ESA in Angers, France.	Goal 1; Strategy 5c		Chair	On-going
	Encourage participation in the Export Project.	Goal 1; Strategy 5c		Chair/ Spaulding	
	Explore opportunities for the development of a new exchange program with other institutions.	Goal 1; Strategy 5c		All faculty	
	Encourage students to participate in study-abroad and student exchange program.	Goal 1; Strategy 5c		Chair	
	Facilitate faculty visits to other nations.	Goal 2; Strategy 5		Chair	
	Encourage faculty to apply for	Goal 2; Strategy		Chair	

	Fulbright Grants to support international activities.	4b			
	Encourage students to participate in the minor in International Studies.	Goal 1 – Strategy 6			
Attract high quality students and target underrepresented groups	Open Houses for prospective students	Goal 1; Strategy 4		Recruitment committee	
	Mailing to selected high schools and community colleges with agriculture or biology programs	Goal 1; Strategy 4		Recruitment committee	
	Visit selected schools, career days and industry events	Goal 1; Strategy 2 & 4		Ag Ambassadors/ All faculty	
	Scholarships	Goal 1; Strategy 1b		Scholarship comm.	
	Scholarship for underrepresented students.	Goal 1; Strategy 1b & 4		Scholarship comm.	
	Host judging contests (soils, crops, livestock, horticulture, mechanics, speech, etc.)	Goal 1; Strategy 5d	Faculty release time to coordinate and organize contest events held on the ISU campus.	Appropriate faculty	
	Community college/high school transfer workshops	Goal 1; Strategy 2		Chair/Whitacre/ Malone	On-going
	Host Community College Day	Goal 1; Strategy 2			FY13
Retain students	Provide quality advisement supported by relevant curriculum designed to prepare students for successful careers	Goal 1; Strategy 3		Academic advisor	

	Actively involve students in leadership development activities (judging teams, student organizations, etc.)	Goal 1; Strategy 5d	Offer a “ <i>Professional Skills Development</i> ” course for each judging team.	All faculty	
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**\*Goal 2. Provide a high quality M.S. program.**

Strategy	Action	Educating Illinois Reference	Resource Request	Accountability	Timeline
Recruit and retain high quality graduate students.	Increase the number of departmentally funded graduate assistantships to eight. Expand current assistantships to 12 months @ \$1,500 per month.  Enhance the visibility of the graduate program through increased advertisement and promotion.	Goals 1 and 2	\$144,000	Chair	FY13
Provide an environment and support that will allow students to complete their degree requirements in a timely fashion.	Provide research support for graduate students.  Meet with and advise students on a regular basis.  Review required courses for appropriateness and availability.	Goals 1 and 2		Chair/All faculty  All graduate faculty  All graduate faculty	On-going  On-going  On-going
Maintain high quality scholarly activities of faculty and graduate students.	Encourage and reward faculty for actively involving graduate students in their research programs.	Goal 2		DFSC	On-going

	Encourage more graduate student participation in professional organizations through increased scientific presentations, increased abstract authorship and increased association membership.			Graduate faculty	
Maintain a current and responsive curricula that meets the needs of agricultural industries and student's educational objectives.	Facilitate faculty efforts to update and improve the curriculum in each sequence	Goal 1		Chair and graduate faculty	On-going
Establish and maintain links with business and industry.	<p>Involve business leaders in curriculum review.</p> <p>Promote the agriculture masters program as a tool for businesses to improve their human capital.</p> <p>Increase the linkage between agriculture and graduate student/faculty research activities.</p> <p>Involve ag businesses in sponsoring research assistantships.</p>	Goals 1 and 2		Chair All faculty	On-going
Improve the facilities available for graduate students.	Upgrade two computer stations annually.	Goals 1 and 2	Inherit faculty computers	Grad coordinator	On-going
Monitor the success of graduates in obtaining and succeeding in employment.	<p>Conduct exit surveys</p> <p>Survey graduates to ascertain success.</p>	Goal 2		Graduate coordinator Alumni services	Annually Periodically

	Create and maintain an electronic database of alumni and employment status.			Alumni Services	On-going
Encourage and facilitate the assessment of the graduate program through internal reviews.	Conduct intensive program review on the schedule determined by the state.	Goal 2		All graduate faculty	As scheduled

**\*Goal 3. Conduct scholarly activities related to the disciplines in agriculture that are recognized at national and international levels and involve students whenever possible and appropriate. Such activities may relate to teaching, generating disciplinary knowledge, and/or identifying solutions to significant problems.**

Strategy	Action	Educating Illinois Reference	Resource Request	Accountability	Timeline
Disseminate research results.	Publish peer reviewed research abstracts manuscripts and articles. Make presentations oral and poster.	Goal 2	Page print charges	All faculty	On-going
	Publish popular press articles in trade journals that disseminate research activities.			All faculty	On-going
Promote agricultural research in various disciplines relevant to faculty expertise and societal need.	Enhance funding for conducting and disseminating research important to the agricultural disciplines. By: 1) Facility enhancement 2) Faculty reassigned time 3) Support staff/research technician 4) Equipment support 5) Utilize Home Page to promote research accomplishments/publications.	Goal 2		All faculty	On-going



	6) Utilize university Farm and Horticulture Center				
Secure funding for research.	<p>Compete in internal and external grant competitions.</p> <p>Washington agenda: Renewable Energy, Export Project, Biomass, Secure appropriation for AASCARR</p>	Goal 2		All faculty	<p>On-going</p> <p>FY13</p>
Involve students in scholarly and/or research oriented activities	<p>Increase participation of students in</p> <ul style="list-style-type: none"> <li>-Independent Study (AGR-287)</li> <li>-Special Problems (AGR-302)</li> <li>-Honors Program</li> </ul> <p>ISU Undergraduate and Graduate Research Symposium</p> <ul style="list-style-type: none"> <li>-ISU Undergraduate Research Forum</li> <li>-Undergraduate and Graduate research competitions of professional societies</li> <li>-Student presentations at international, national and state and local levels.</li> </ul>	Goal 2		All faculty	On-going

\*Goal 4. Participate in service and economic development activities that complement the teaching and scholarly activities of the department.

<b>Strategy</b>	<b>Action</b>	<b>Educating Illinois Reference</b>	<b>Resource Request</b>	<b>Accountability</b>	<b>Timeline</b>
Encourage faculty involvement in appropriate educational outreach activities	<p>Facilitate, recognize and reward performance in appropriate educational outreach activities</p> <p>Use the laboratory farm and other lab and building assets to support educational outreach activities.</p> <p>Continue to partner with other government, industry and/or other organizational clientele in providing or supporting educational outreach activities.</p> <p>Develop a plan to utilize the Meat Retail Lab.</p>	<p>Goal 3 – Strategy 5</p> <p>Goal 3 – Strategy 3, 4</p> <p>Goal 4 – Strategy 5</p> <p>Goal 5 – Strategy 4</p> <p>Goal 3 – Strategy 3, 4</p> <p>Goal 4 – Strategy 5</p>		DFSC	On-going
Encourage faculty involvement in technology transfer activities related to areas of their expertise	<p>Facilitate, recognize and reward performance in technology transfer activities.</p> <p>Develop appropriate partnerships with government, industry and/or other organizational clientele for purposes of facilitating technology transfer.</p> <p>Consult with government, industry and/or other organizational clientele</p>	<p>Goal 3 – Strategy 5</p> <p>Goal 3 – Strategy 3, 4, &amp; 5</p> <p>Goal 4 – Strategy 5</p> <p>Goal 3 – Strategy 3, 4, &amp; 5</p>	Review DFSC document	DFSC	On-going

\*Goal 5. Enhance the academic atmosphere of the department by actively involving students in developing, integrating and applying the intellectual skills of inquiry, critical analysis, logical thinking and synthesis throughout their academic program, with an emphasis on putting theory into practice.

Strategy	Action	Educating Illinois Reference	Resource Request	Accountability	Timeline
Ensure students develop computer skills	Determine what software/ hardware is available to students and make certain it is up-to-date and useful  Review and assess computer skills of students. Determine if curricular changes are warranted.	Goal 1		All faculty	On-going
Develop classroom activities across the curriculum that are student oriented and involve active learning	Implement hands-on, interactive learning activities in departmental courses	Goal 1		All faculty	On-going
Maintain/establish lab and teaching facilities that are technologically advanced.	Develop a computer lab in the Ropp Agriculture Building	Goals 1 and 2		Chair/Facilities committee	FY13
Encourage students to be responsible for their own education	Encourage students to work closely with the academic advisor to determine appropriate courses and determine a graduation timeline  Maintain a library of popular press agriculture publications in Ropp for student study/lounge area	Goal 1		All faculty	On-going

Encourage and facilitate interaction and collaboration between students and faculty	Encourage student employment as research assistants  Encourage student involvement in departmental co-curricular activities  Facilitate student independent study and special problems projects. Provide student research awards.	Goals 1 and 2		All faculty	On-going
Facilitate internship experiences for Agriculture students	Encourage students to complete an internship in their field of study.  Serve as a liaison between private industry and the university and actively solicit internship opportunities for Agriculture students	Goal 1		Intern coordinator/ All faculty	On-going
Facilitate career placement for agriculture students	Encourage students to utilize university web site for student resumes and employer contacts.  Continue ag career day to initiate student/employer contacts.	Goal 1		All faculty  Department career coordinator	On-going
Ensure faculty are technologically competent and effectively using appropriate technology in teaching and research	Encourage faculty to attend computer related workshops  Encourage faculty to attend multi-media workshops and implement new technology in their classroom	Goals 1 and 2		Chair  Chair	On-going

Encourage the development and use of student portfolios in the Agriculture programs.	Encourage faculty to utilize active teaching strategies and encourage student portfolio development. Review the Agriculture program assessment process.	Goal 1		Chair  All faculty	On-going
Faculty will be encouraged to engage in new teaching strategies, when appropriate, to facilitate the integration of baccalaureate skills, e.g., collaborative learning, integration of computing.	Encourage faculty to attend College, University and Professional Society workshops or symposia. Encourage faculty to develop faculty portfolios for both personal and peer review.	Goal 1		Chair  Chair	On-going
Promote an educational, professional and social climate which encourages tolerance and develops an appreciation for diversity.	Encourage faculty to include diversity issues in Agriculture classes when appropriate.	Goal 1		Chair	On-going
Encourage out of class activities between faculty and students	Support student/faculty research interaction  Provide career advisement Evaluate/improve methods.  Support departmental judging teams	Goals 1 and 3		All faculty  All faculty  Chair	On-going
Support professional development of students through involvement in departmental and professional organizations	Support student clubs and organizations in a professional and advisory role	Goals 1 and 2		Chair/ All faculty	
Facilitate student involvement in shared governance activities	Monitor and encourage student participation on dept., college, and university committees.	Goal 1		Chair/All Faculty	

