

AGRICULTURE TECHNOLOGIES

Mission

The Agricultural Technologies Division will provide technically oriented degree programs and continuing education courses in urban agricultural technology fields. These programs will prepare students to excel in their chosen career fields by providing them with the most current and relevant technological training available.

Vision

The Agricultural Technologies Division will be a state, regional and nationally recognized leader in education and skills training related to Horticulture and Veterinary Technology.

Core Values

Excellence-We seek excellence in all of our endeavors and we are committed to continuous improvement.

Intellectual Freedom- We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Diversity-We respect others and value diversity of opinions, freedom of expression, and other ethnic and cultural backgrounds.

Integrity-We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Stewardship of Resources- We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

Goals, Critical Success Factors, Objectives, and Strategies

Goal One. Increase student diversity, head count, graduate numbers and participation in continuing education and non-credit offerings.

Critical Success Factors:

- Increase the diversity of the student population within the Division to more closely reflect that of the institution
- Increase the number of Agriculture Technologies majors by an average of 12 students per year
- Increase the number of Agriculture Technology program graduates by an average of at least 3 graduates per year
- Increase the number of participants in both credit and non-credit continuing education and professional development offerings by an average of at least 5 people per year
- Form articulation agreements for at least one program with each of at least 5 four-year institutions
- If supported by needs analysis, offer at least 2 Bachelor of Science degrees within the Division

Objective 1.1: To meet the human resource needs of regional (within 100 mile radius) industries.

Strategies:

- Encourage and enable faculty and staff to cultivate relationships with regional industry representatives.
- Send written survey to regional industries (and advisory board members) to assess the training needs of the industries.
- Send written survey to employers of graduates to assess the effectiveness of current training.
- Ensure appropriate training of students by incorporating pertinent survey findings in courses and programs.

Objective 1.2: To meet the educational and developmental needs and desires of prospective students.

Strategies:

- Provide a needs analysis survey on the Division website for prospective students.
- Administer a satisfaction (exit) survey to students nearing completion of their degree programs.
- Send written surveys to graduates of degree programs 1-5 years post-graduation to assess perceived effectiveness of current training.

- Ensure appropriate training of students by incorporating pertinent survey findings into courses and programs.
- Continue to support and facilitate student learning opportunities such as externships, membership in student-professional organizations, service learning and volunteerism.
- Work with Institutional Research to contrast Division and Institutional diversity and adjust recruitment efforts to target identified diverse populations.
- Communicate with community leaders/organizations of specific ethnic, culture, gender or other target populations to assist with recruitment, retention, sponsorship and mentoring of students.

Objective 1.3: To strengthen transfer opportunities for program students.

Strategies:

- Encourage and enable faculty to develop working relationships with key faculty members and administrators at receiving institutions.
- Pursue articulation agreements with regional 4 year colleges.
- Include transfer coordinators from receiving institutions on Advisory Board.
- Modify course content, when appropriate, to meet receiving institution's requirements.

Objective 1.4: To improve the visibility, reputation and accountability of the Division.

Strategies:

- Host and participate in appropriate continuing education, public venues and professional development activities.
- Promote programs, activities and accomplishments via appropriate media.
- Use graduate surveys, employer satisfaction surveys and pre/post testing to verify student accomplishment of program outcomes and modify course content as necessary.

Objective 1.5: To generate support for the offering of Bachelor's degrees in Horticulture and Veterinary Technology.

Strategies:

- Conduct a needs analysis (survey) of industry and former and prospective students to determine feasibility of offering Bachelor's degrees.
- Share survey findings with appropriate parties.
- Ensure academic rigor of each degree program's content.

Goal Two. Improve funding for the Division.**Critical Success Factors:**

- Increase solicitation efforts for external funding from private, corporate or foundation donors by an average of at least 2 additional donors per year
- Raise an average of at least \$10,000 per year in funding from private, corporate or foundation sources
- Increase the number of in-kind contributions by an average of at least 2 per year
- Increase filled faculty positions by 3.25 full time equivalent and staff positions by 4.5 full time equivalent
- Increase institutional funding for new faculty and staff positions by \$220,000
- Increase faculty and staff salary levels to meet or exceed those at peer institutions

Objective 2.1: *To recruit and retain a sufficient number of stellar full-time faculty and staff members to meet the needs of the Division.*

Strategy:

- Utilize the project management instrument to identify and justify the need for an increase in institutional funding for the Division.

Objective 2.2: *To provide professional development opportunities to faculty and staff.*

Strategies:

- Identify training opportunities that will be beneficial to the Division/employee, enhance workplace performance, improve job satisfaction, etc.
- Utilize the project management instrument to identify and justify the need for an increase in institutional funding for the Division.

Objective 2.3: *To improve financial assistance opportunities for students.*

Strategy:

- Encourage and enable faculty and staff to increase their awareness of scholarship and other student financial assistance opportunities, and to disseminate that information to current and prospective students.

Objective 2.4: *To create 2 endowed lectureships.*

Strategies:

- Encourage and enable faculty and staff to cultivate relationships with prospective donors and legislative officials by:
 - Providing fundraising workshops for faculty and staff.

- Providing release time for faculty and staff to effectively cultivate relationships.
- Providing opportunities for industry interaction.
- Develop fundraising events.

Objective 2.5: *To facilitate the incorporation of appropriate technology in curricula.*

Strategy:

- Encourage and enable faculty and staff to seek out and obtain grants, donors and other funding sources in order to acquire technology equipment, training, facilities, etc.

Goal Three. Enlarge Division facilities and consolidate functions within the Division.**Critical Success Factors:**

- Increase instructional and office space to at least 44,000 square feet
- Construct a new 10,000 square foot Farmer's Market structure
- Construct a new 10,000 square foot shade structure (for shade gardens)
- Construct a new 10,000 square foot turf grass equipment maintenance training facility
- Construct a new 2,000 square foot grounds equipment storage and maintenance facility
- Reconfigure gardens and grounds
- Compliance with American Disability Act standards in all aspects of the Division
- Maintain the quality and quantity of current outreach/extracurricular activities conducted by the Division

Objective 3.1: *To accommodate current and projected space requirements (classrooms, labs, resource rooms, offices, parking, etc.).*

Strategies:

- Pursue fundraising in cooperation with the Office of Institutional Advancement.
- Participate in planning and coordination of all construction projects.
- Aggressively participate in implementation of program statement which identifies space needs, instructional facilities, etc.

Objective 3.2: *To improve the efficiency, safety of operation, accessibility and maintenance of programs and facilities.*

Strategies:

- Include American Disability Act requirements in all aspects of new construction and remodeling and identify and correct existing deficiencies.
- Relocate the Veterinary Technology Department to the Division headquarters.

Objective 3.3: *To continue to offer creative activities for recruitment, outreach, service learning, public awareness, continuing education and professional development.*

Strategy:

- Continue to provide extracurricular activities that meet or exceed the quality of our current projects and activities, which include but are not limited to: Farmers Market, seasonal plant sales, holiday open house, Fall Conference for Veterinarians and Technicians, pet first aid clinics and pet adoption fairs.

Objective 3.4: *To present an image of professionalism and success to prospective students, industry officials and other visitors.*

Strategy:

- Implement all of the above.