1. 2:00 – 2:10 Welcome/Announcements/Bus Recognition

Dr. Elliot asked Dr. Dunsford to share the Battalion article on one of our former students. Kalee Bumgardner is the first Aggie to lead both the Aggieland and The Battalion.

Dr. Elliot highlighted items from his monthly report (Attachment A).

- Thanks to faculty/staff/graduate assistants who assisted with the recent NCAC-24 meeting. This meeting consisted of department heads in agricultural education from around the country.

- Thanks to Bill Cochran and Clarice Fulton for their work on finding a solution to the noise level in 131.

- Congratulations to Dr. Larke on his recent selection by Pi Alpha Lambda and Pi Omicron Chapters for the Humanitarian Award at the upcoming Texas Council of Alpha Chapters – 48th anniversary.

- Thanks to Dr. Tim Murphy for his service as President of the Southern Region AAAE.

- Dr. Elliot attended the Fish Camp Namesake reception with Dr. Lori Moore.

- Congratulations to Dr. Barry Boyd – named a University Professor for Undergraduate Teaching Excellence – Thaman Professor.

- We were the only Department to have their CRIS AD-421 forms submitted on time.

- We received notice that we were not selected for the USAID/Ghana Economic Growth, Agriculture, and Food Security Programs Grant. The ALEC team, led by Dr. McKim, conducted a very professional on-site visit.

- The ALEC Administrative Communication Process sheet was distributed (Attachment B). Blank bullets left after each entry – please let Debbie know if you have additions. These means of communication have been in place but never actually documented. One new entry is that Dr. Gary Briers is the departmental ombudsman. As soon as all additions/corrections have been made, the document will be download to the departmental intranet site.
- ALEC’s Research Productivity Report for 2010-11 was distributed at the NCAC-24 meeting in January. It is attached to these minutes as Attachment C.

- The one year status report as a result of our last review is attached to these minutes as Attachment D.

- Dr. Murphy discussed the use of the COW (Computers on Wheels). It along with the model classroom and Curl room are tools available to everyone in the Department. All three can be scheduled through Debbie/Jamie/or Elke. Dr. Elliot also reminded everyone that IMS is available for meetings/classes. There are three fully equipped classrooms. Parking is free.

- Busses were presented as follows:
  - Irby to Peake
  - Cochran to Jamie/Elke/Clarice
  - Harlin to Hanagriff
  - Sodolak to Payne
  - McKim to Briers

- Dr. Elliot introduced Roger Hanagriff. He started on January 15th and will have responsibilities linked to supporting Instructional Materials Service (IMS) business development and outreach efforts; demonstrating potential for excellence in teaching, research, and scholarship; contributing to the scholarship of the profession through obtaining external grants and/or contracts (especially in STEM areas), publishing in journals and research conferences, and conducting professional development workshops.

- Debbie announced that the Parents’ Weekend Breakfast was being reformatted to a reception event on Friday, March 30th. This change was due to the rising costs associated with the breakfast, concern over the price of tickets, conflict with the Vice Chancellors Brunch, the ability to cost share with the group in charge of Convocation, and the short time window which prevented all groups from being able to recognize students. Tentatively planned will be tours starting at 1:00 to 2:30, reception starting at 2 to 2:30, and the awards ceremony starting at 2:30. Seating will be available for 250 guests. Student organizations will be given an opportunity to set up a table for use by their group.
2. 2:10 – 2:15  Printer/Copier Update  
A Xerox representative has been to the Department multiple times during the past six weeks to survey our printer/copier usage. Her recommendation was to consolidate and upgrade. This change will take place March 1st. One of the two machines at the reception area on the 2nd floor will go to the Curl Lab. The other will be surplused. The copier in the break room will be upgraded. The other two printers in that room will be surplused. The two copiers behind Elke’s desk will go to the break room. A new copier/printer will be located in this area. The printer in front of Jamie’s desk will remain in that location. The printer outside the AGSC area will be surplused. Both printers on the 1st floor will be surplused and replaced with a new 7120 copier/printer. This machine will have a fax hookup. All three new machines will have envelope trays, stapling feature, color/black and white copying.

3. 2:15 – 2:20  Name Change  
The Texas Higher Education Coordinating Board approved the change of the program name of the Bachelor of Science degree in Agricultural Communication and Journalism to Agricultural Communications and Journalism.

4. 2:20 – 2:25  IRB Representation  
Dr. Rutherford attended the last Department Heads Council meeting for Dr. Elliot. At that meeting a call was made for a representative for this Board from AGEC, ALEC, or RPTS. COALS is not currently represented. If you are interested, please see Dr. Elliot or one of the Associate Heads. Sooner, the better. It was suggested that Dr. Elliot approach Dr Lindner to see if he might be interested.

5. 2:25 – 2:30  AGCJ Position Update  
Search is underway. Fourteen applications have been received. The Committee has met several times and recently underwent training provided by the Dean of Faculties. Applications will be reviewed this week. The committee will meet on Friday to develop a short list. Someone asked who the outside faculty member was. Dr. Wingenbach said it was Dr. Fred Boadu.

6. 2:30 – 2:35  AGSS  
Kevin Andrews brought us up to date on AGSS activities for this semester. (See Attachment E). AGSS Donation Drive – Our Backyard and Beyond – now through February 20. Bring items for both the Bryan Community Potluck and the East African Children Drive. The Bryan Community Potluck is Monday through Friday only. No meals on the weekend. The proposal is to furnish meals at Neal Park in Bryan on both Saturday and Sunday. Items needed are serving utensils like plates, cups (will even accept reusable plastic glasses like those you get at sporting events). For the African Children Drive items needed are toys, gently used clothing, books, etc. Kevin said most items were probably things we already had at home.

AGSS is sponsoring an Evening at the Ballpark on February 21st at 5:15. Tailgate will start at that time (hotdogs, etc. provided) and then the games starts at 6:35. Location to meet is at the corner of Olsen and Tom Chandler.
This Wednesday, February 15, AGSS will sponsor a Student Research Project Information Meeting in 255 AGLS.

Practice presentations and defenses is offered by AGSS. Students can practice before a panel of graduate students (and faculty) and receive constructive feedback. To schedule one for an upcoming presentation or defense contact AGSS at agss@agss.tamu.edu.

Two dutch treat lunches are planned. The first is March 6th at La Bodega at Noon. The second is on April 10th at Blue Baker on University – also at Noon.

Student Research Week registration is now through February 24th. Annie Specht is a marketing coordinator for this event. She said the event was open to both undergraduate and graduate students. There will be both oral and paper presentations. First place prize is $300. Second is $150. The event is scheduled for March 19-23.

This Thursday Dr. Elliot will be the guest speaker at 11:45 in 129 AGLS to speak on theoretical frameworks.

7. 2:35 – 2:45 Strengths Odom/Norgaard
Jamie and Summer presented on the liabilities of our strengths (Attachment F). The exercise focused on how issues we have relate to our strengths. We were asked to complete the survey on future presentations.

8. 2:45 – 3:30 Faculty Meeting Elliot

Travel Request Form Deadlines
Domestic (30 days prior to trip): e.g., travel April 1, 2012 due by March 1, 2012
International (60 days prior to trip): e.g., travel May 1, 2012 due by March 1, 2012

Upcoming Events
WRAAAE, Bellingham, WA, April 17-20, 2012
AAAE, May 15-18, 2012, Asheville, NC
AIAEE Bangkok, Thailand Conference May 21-27, 2012
NACTA, University of Wisconsin, River Falls, WI, June 26-29, 2012
ALE, Key West, FL, July 8-11, 2012

Future Departmental Meetings
March 12
April 9
May 14
1. Thank you:
   a. **AGSS** for their assistance at the NCAC-24 meeting (especially **Hollie, Kevin, Tobin, Megan, Lauren, and Travis**).
   b. To the **ALEC Staff** who coordinated the logistics for the NCAC-24 meeting.
   c. To the **ALEC Faculty** who participated in the NCAC-24 activities (especially **Tim Murphy, Robert Strong, Jeff Ripley, and Tracy Rutherford** as they presented information to the group).
   d. **Bill Cochran** and **Clarice Fulton** for researching options to improve the noise reduction in AGLS 131.

2. Congratulations:
   a. **Rev. Dr. Alvin Larke, Jr.**, selected to receive the Pi Alpha Lambda and Pi Omicron Chapter Humanitarian Award at the upcoming Texas Council of Alpha Chapters-48Th Anniversary. There were twenty five nominees and three were selected. The TCAC Humanitarian Award is awarded annually to a Brother in Good Standing who have Distinguished themselves by Engaging in Humane Acts, serving to Promote Brotherhood and Social Well-Being within the ranks of the Fraternity and throughout their Respective Communities.
   b. A special recognition to **Dr. Tim Murphy** for his service as President of the Southern Region AAAE.
   c. **Lori Moore** for being a Fish Camp Namesake for Fish Camp 2012.
   d. **Barry Boyd** University Professorships for Undergraduate Teaching Excellence (UPUTE) - Thaman Professorship.
   e. **ALEC Agrilife Research Faculty** for submitting their CRIS AD-421 forms on time (well, all but one did).
   f. **Distinguished Manuscript Award**: Graduate Student Division 2012 Southern Region of the American Association for Agricultural Education Conference, Birmingham, AL. - **Sandlin, M. R.**
   g. **Distinguished Manuscript Award** – Faculty Division. 62nd Annual Southern Region Conference of the American Association for Agricultural Education, Birmingham, AL. (February, 2012). **Strong, R., Irby, T. L., Wynn, J. T., & McClure, M. M.**
   h. Chair, Professional Development Committee; Southern Region of the American Association for Agricultural Education - **Robert Strong**.
   i. #1 agricultural communications/journalism program in the country: http://www.campusexplorer.com/colleges/major/8F74DAA2/Related-Agricultural-Services/83B34C8F/Agricultural-Communication-Journalism/

3. Announcements
   a. Study Abroad deadline to apply - April 1; College Scholarship deadline - March 1:
      i. Brazil (**Larke**) Maymester; Honduras (**Wingenbach**) Summer I; Guatemala (**Moore, & Wingenbach**) Summer I; Greece (**Elbert & Dooley**) Summer II; & Namibia (**Rutherford, Wingenbach, & Elliot**) - Summer II

4. Publications/Presentations:
   d. 2012 Southern Region of the American Association for Agricultural Education Conference, Birmingham, AL.
      i. **Murphrey, T. P., Sandlin, M. R., Lindner, J. R., & Dooley, K. E.** (2012). *Enhancing Teaching and Internationalization of Curricula in Agricultural Education through the use of RLOs: Faculty Perceptions and Best Practices*.
g. 2012 Western Region Agriculture Education Conference to be held April 17-20, Bellingham, Washington.


h. Journal of Agricultural Education


iv. Lacey Brianne Fraze, Gary Wingenbach, Tracy Rutherford, & Lawrence A. Wolfskill. Effects of a Recruitment Workshop on Selected Urban High School Students' Self-efficacy and Attitudes toward Agriculture as a Subject, College Major, and Career.


5. Grant Management 101 (should provide 3 out of 4 of these to the Department - meaning faculty become managers or facilitators of the grants)

   a. Salary Savings (100% to Department [50% - department] and PIs [50%] - restricted discretionary)
   b. Indirect (40% to be split 60/40 between Department and PIs - discretionary)
   c. Personnel (project director, support staff, GTAs, etc.)
   d. Operations (e.g., travel, supplies, copying, printing, etc.)

6. Grants submitted or funded:


   c. Rutherford, T.; Wingenbach, G. & Murphrey, T. Matching teaching medium to students' preferred media use. PESCA grant, $24,998.


   e. Texas Valley Citrus Committee a $29,500 grant titled: "Program Assessment for Promotional and Marketing Assistance Marketing Order 906 in Promoting Texas Citrus" – Researchers Hanagriff & Rutherford.

7. Dutch treat lunch with Dr. E. -

   a. Sign up with Debbie King and leave a contact number (for rescheduling): February 29; March 2, 6, 7, 8, 9, 12, 13, 14, 19, 21, 22, 26, 27, 28, 29, 30; April 3, 4, 11, 12, 13, 25, 26, 27, 30; May 1, 2, 4, 8, 9, 10, 11, 14.
ALEC Administrative Communication Process

Website
- Updated as needed by a website departmental committee
- Repository (intranet site) for departmental policy (travel, merit, agendas and minutes, etc)

Departmental Monthly Meetings
- Agenda Solicitation (2 weeks out)
- Minutes
- Elliot Info Sheet Distributed
- List of all future conferences with dates/details
- Scheduled time at end of meeting for any additional conversation

Graduate Faculty Monthly Meetings
- Minutes

Undergraduate Curriculum Meetings
- Minutes

Email
- All items of information received are forwarded to pertinent groups
- All items are addressed in a timely manner (within 24 hours) even when away from the office (travel abroad)
  - An acting Department Head is designated when Dr. Elliot is away from the office in this order: Cummings/Murphy/Rutherford

Facebook
- Initiated in the Fall of 2011

Three Associate Department Heads
- Scott Cummings, Extension
- Tim Murphy, Graduate
- Tracy Rutherford, Undergraduate

Departmental Ombudsman
- Dr. Gary Briers

Lunch with Dr. E
- Multiple calendar dates available for faculty/staff/students
1. Publications/Presentations:
   a. Journal of Agricultural Education
b. Journal of Extension

c. Journal of International Agricultural and Extension Education

d. Journal of Leadership Education
e. NACTA Journal

f. Journal of Southern Agricultural Education Research
   i. Gill, B. E., Bruce, J. A., & Ewing, J. C. (2011). A content analysis of Teen 4-H member responses in relation to the factors that affect their involvement in Pennsylvania 4-H programming. Manuscript accepted for publication to the *Journal of Southern Agricultural Education Research.*

g. The Agricultural Education Magazine
   ii. Lawrence, S., & Rayfield, J. *School Gardens: Ripe with STEM and Experiential Learning; Fertile Soil for Agricultural Program Growth, The Agricultural Education Magazine.*

h. Other journals


i. Scientific and Technical Reports


j. SAAS-AAAE:


vii. Ms. Alanna Neely, "Doc@Distance" student won first place in the innovative poster session in the graduate area, then, was named overall winner to be accepted for the National meeting in Idaho. Poster presented at the 2011 Southern Region Agricultural Education Conference, Corpus Christi, Texas.


ix. Petrosky, J., & Williams, J. (2011). Integrating service-learning into international study abroad programs: Easy as PIE. Poster presentation at the annual meeting of the Southern Region Agricultural Education Research Conference, Corpus Christi, TX.

x. Charanza, A., Naile, T. L., & Williams, J. (2011). Graduate Students’ Perceptions of Ethics Education in Agriculture and Life Sciences. Concurrent paper presentation at the annual meeting of the Southern Association of Agricultural Scientists, Corpus Christi, TX.


xiii. Wooten, K., Moore, L. & Rayfield, J. (accepted 2012). Exploring Demographic Factors of Southern Region FFA Chapters as Compared to the Respective School and Community, Poster accepted Southern Region AAAE, Birmingham, AL.

xiv. Lawrence, S., & Rayfield, J. (accepted 2012). Utilizing the Agricultural Experience Tracker as an Experiential Program Planning and chapter Management Tool. Poster accepted Southern Region AAAE, Birmingham, AL.


xvii. Williams, K., Strong, R., & Lockett, L. (accepted 2012). Taking the university to the people through cowboy churches. 2012 Southern Region of the American Association for Agricultural Education Conference, Birmingham, AL.

xix. Murphrey, T. P., Sandlin, M. R., Lindner, J. R., & Dooley, K. E. (accepted 2012). Enhancing Teaching and Internationalization of Curricula in Agricultural Education through the use of RLOs: Faculty Perceptions and Best Practices. 2012 Southern Region of the American Association for Agricultural Education Conference, Birmingham, AL.


k. WRAAAE:


l. AAAE:


ii. Alvis, S., & Strong, R. (2011) Using Web2.0 Technologies to Market Distance Education Degree Programs. American Association for Agricultural Education Conference.

iii. McKim, B., Rayfield, J., Harlin, J., Gill, B. & Adams, A. (2011) Stress Levels of Agricultural Science Cooperating Teachers and Student Teachers: A Longitudinal Analysis


ix. Lewis, L. & Rayfield, J. (2011) Examining Secondary Agriculture Education's Influence on Student's Decision to Enroll in the College of Agriculture, Research Poster


xi. Shannon Lawrence, Ashley Charanza, & Holli Leggette. (2011). Just a Touch Away: Apps to take Secondary Agricultural Education to the Next Level. Accepted for poster presentation at AAAE.


m. AIAEE:


taxxi. **Murphrey, T., Kalundu, S., & Jones, W.** (accepted 2012). "Identifying Learning Styles and Technology Acceptance of African Agriculture Students: An Effort to Improve Educational Effectiveness" (2011-1072) has been accepted for presentation at the 2012 AIAEE Conference to be held 21-24 May in Thailand. Congratulations on your achievement.


o. NACTA


p. ALE

q. Other Conferences
   iii. **Katy Williams**, has been awarded Outstanding Student Paper Award from the Southern Rural Sociology Association.
   v. **Bart Gill** NASAE's invitation to present your paper *Pre-Service Teachers’ Perceptions of Academic Integration within the Agricultural Science Classroom* at this year's NASAE Conference on Tuesday, October 19, 2010 in Indianapolis, IN.
   ix. **Cathryn Clement** presenting at the International Studies Association/UISFL (Undergraduate International Studies and Foreign Languages Program) annual meeting/directors conference in San Diego in April.
   xii. **Rucker, K. J., & Williams, J.** (2011, October). Cultivating champions: Helping undergraduates be all that they can be! Roundtable session presentation at the 2011 Mentoring Conference: Learning Across Disciplines. Alburquerque, NM.
MEMORANDUM

To: Dr. Pamela Matthews, Vice Provost for Academic Affairs

Through: Dr. Martyn Gunn, Special Advisor to Provost

From: Katy Williams, Interim Coordinator of Program Review / Graduate Assistant

SUBJECT: Department of Agricultural Leadership, Education, & Communication: 1 year Status Report

The Department of Agricultural Leadership, Education, & Communication, was externally reviewed in March 2010. This report addresses each of the eleven items outlined by the Post Review Summary. I recommend the approval of the Department of Agricultural Leadership, Education, & Communication's 1 year Status Report. A summary comparison of items discussed in the Post-Review Summary to the 1 year Status Report, are addressed below:

<table>
<thead>
<tr>
<th>Post Review Summary</th>
<th>1-Year Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Raise the bar for undergraduate students and explore leadership honors track</td>
<td>A Delphi study is underway to identify knowledge, skills, and abilities necessary for graduates; graduates are being surveyed to identify level of preparation for career track. Anticipate recommendations based on collected data by fall 2012. The leadership honors track is still under exploration.</td>
</tr>
<tr>
<td>2. Review and improve assessment of all programs focusing on improved learning outcomes and methods.</td>
<td>This was completed in 2011. Recommendations and changes based on data are anticipated to be implemented fall 2012.</td>
</tr>
<tr>
<td>3. Broaden study abroad opportunities</td>
<td>Increased from 0 in ’10; 3 in ’11; and 7 in ’12.</td>
</tr>
<tr>
<td>4. Revise admissions procedures</td>
<td>Admission formula and set of minimum standards were adopted.</td>
</tr>
<tr>
<td>5. Pursue more scholarly culture within the department</td>
<td>A database was approved in ’10 and used for annual performance reviews; graduate students are encouraged to submit 3-5 publications during tenure.</td>
</tr>
<tr>
<td>6. Develop list of core competencies for graduate students</td>
<td>Work in progress. Currently assessing courses and competencies.</td>
</tr>
<tr>
<td>7. Increase graduate population to represent 20-25% of department</td>
<td>Loss of masters student tuition support poses challenges. Currently 16% of student body is grad students – department proposes 18% as an achievable goal.</td>
</tr>
<tr>
<td>8. Provide faculty access to grant workshops and cost-sharing workshops to improve grantmanship</td>
<td>4 assistant professors are supported to attend NIFA grant workshops in DC. A grant database is maintained by staff member.</td>
</tr>
<tr>
<td>9. Acquire tenured/tenure track individual dedicated to teaching extension education</td>
<td>A endowed chair position was created in 2010 for International Agricultural Development and Extension Education</td>
</tr>
<tr>
<td>10. Incorporate departmental faculty within extension activities</td>
<td>3 ALEC Extension faculty teach academic courses; 6 faculty involved with PV A&amp;M.</td>
</tr>
<tr>
<td>11. Increase international programming and presence and cultivate better global citizenship</td>
<td>Study abroad opportunities now offered; 4 faculty honored as Senor Scientist of the Borlaug Institute for International Agriculture; dept. coordinated a 2011 World Conference re: food security and economic development; many faculty participating in Feed the Future Summit.</td>
</tr>
</tbody>
</table>
MEMORANDUM

TO: Dr. Pamela Matthews, Provost

THROUGH: Dr. Mark Hussey, Vice Chancellor and Dean
College of Agriculture and Life Sciences

THROUGH: Dr. Alan Sams, Executive Associate Dean
College of Agriculture and Life Sciences

FROM: Jack Elliot, Professor and Head

DATE: October 12, 2011

SUBJECT: ALEC Program Review Action Items with Current Status

Attached is the report summarizing actions taken by the Department of Agricultural Leadership, Education, and Communications in response to the Post-Review Summary as part of the Program Review conducted in March, 2010.
1. ALEC will raise the bar for undergraduate students utilizing results from a curriculum review that is currently underway, and the exploration of a leadership honors track.
   a. The collection of curriculum documents required for this review was completed in FY 11.
   b. Currently, a 4-step Delphi process to identify the knowledge, skills, and abilities necessary for ALEC graduates to be successful after graduation is being conducted with 3 stakeholder groups.
   c. Concurrently, ALEC graduates are being surveyed to identify self-perceived level of preparation for their current career track.
   d. This review will also explore appropriate learning outcomes and methods of assessment. The Department hopes to implement recommended changes by Fall 2012. In addition, the Department is exploring the development of a leadership honors track.
   e. Three High Impact Experience proposals were submitted during the reallocation process.

2. ALEC will review and improve assessment of all programs with a focus on improved learning outcomes, measures, and methods.
   a. This recommendation is tied closely with #1 as indicated above.

3. ALEC will continue to broaden study abroad opportunities for undergraduate students, and seek increased funding for such opportunities.
   a. The Department’s Study Abroad opportunities have increased from 0 in FY10 to 3 in FY11 to 7 in FY 12.
   b. Undergraduate and graduate study abroad programs are planned in Costa Rica, Trinidad & Tobago, Guatemala, Brazil, Honduras, Greece, and Namibia.

4. ALEC will use their revised admissions procedures and improved communication regarding faculty research to become more strategic in recruiting Ph.D. applicants.
   a. To admit high y-qualified candidates more quickly, an admission formula was approved by the graduate faculty that provides them immediate admission.
   b. Minimum standards to be considered for admission were also adopted.

5. ALEC will pursue a more scholarly culture within the Department. This will include annual performance measures tied to scholarship for faculty and more rigorous academic requirements for graduate students, as well as greater emphasis on M.S. and Ph.D. program enrollment.
   a. A 27 entry merit (see page 3) data base was approved in March, 2010 and utilized during the past two annual performance reviews. Seventy percent of the merit emphasis is on the 12 research and scholarship entries.
   b. Graduate student scholarly productivity is being assessed each semester. All masters students are encouraged to submit at least 3 publications during their tenure. Doctoral students are encouraged to submit at least 5 publications during their graduate school tenure. In addition, they are highly encouraged to participate in grant development activities.

6. ALEC will continue assessment of graduate programs curriculum. It will also develop a list of core competencies for graduate students which will be formalized and published.
   a. The graduate faculty is in the process of assessing its graduate courses and competencies along with our undergraduate assessment effort.

7. ALEC will work to increase its graduate population to represent 20-25% of the Department.
   a. Given that most of our graduate students are masters students, the loss of masters student tuition support presents a challenge.
   b. Currently 180 of our 1163 students (about 16%) are graduate students. Eighteen percent (college average) is an achievable goal.
8. ALEC will provide its faculty access to grant workshops and cost-sharing workshops to improve
   grantsmanship. It will also formalize a way to track successes in this area.
   a. The Department and AgriLife Research supported 4 assistant professors to attend NIFA grant
      workshops in Washington DC during FY11. Another assistant professor received similar support
      to attend a NSF grant workshop this fall.
   b. Our Central Business person, Tanya Gunnels, maintains an ALEC grant data base. This data base
      is a major component of our merit system (see page 3).

9. ALEC will work to acquire a tenured or tenure-track individual dedicated to teaching extension
   education. It will do so through continued pursuit of an endowed chair position.
   a. The Shirley B. and Daniel C. Pfannstiel Chair for International Agriculture Development and
      Extension Education was established in December, 2010. A recognition luncheon on Friday,
      October 28, 2011 is being held at the Hilton to honor the Pfannstieles.

10. ALEC will work to incorporate departmental faculty within its extension activities and to
    communicate the current extension activities to appropriate administrators.
    a. Three ALEC Extension faculty currently teach academic courses.
    b. Six ALEC faculty (one from Extension) are involved with Prairie View A&M University
       Extension.
    c. The Instructional Materials Service created a shared services MOA with AgriLife
       Communications. Both entities exist on the Riverside campus and, now, they share many services
       saving both units resources.
    d. These activities are a major component of our annual department report to the AgriLife Executive
       Committee.

11. ALEC will work to increase its international programming and presence, and to cultivate better
    global citizenship among its faculty, staff, and students.
    a. In addition to the seven study abroad programs, our international presence is more visible on our
       website. An “International Programs” link is now on our front page (http://alec.tamu.edu/).
    b. Four ALEC faculty were recently honored with the title of “Senior Scientist, Norman Borlaug
       Institute for International Agriculture.”
    c. The Department coordinated the 2011 World Conference for Sustainable Value Chain
       Agriculture for Food Security and Economic Development in Windhoek, Namibia.
    d. ALEC has many faculty participating in the upcoming Feed the Future Summit.
Department of Agricultural Leadership, Education, and Communications
Ment Criteria, Factors, and Weights
March 1, 2010

Research (70%)
1. Refereed Research Publications in Leading Journals in the Field ........................................... (Z-score x 5)
2. Refereed Research Publications in other Journals in the Field or other Discipline ......................... (Z-score x 3)
3. Non-research Based Refereed Publications in Leading Journals in the Field .............................. (Z-score x 2)
4. Non-research Based Refereed Publications in other Journals in the Field or other Discipline .......... (Z-score x 1)
5. Books/Book Chapters ....................................................................................................................... (Z-score x 1)
6. Conference Proceedings .................................................................................................................. (Z-score x 1)
7. Other Scholarly Publications .......................................................................................................... (Z-score x 1)
8. Scholarly Award/Recognition/Impact ......................................................................................... (Z-score x 1)
9. # Local/State Grant Proposals Submitted .................................................................................. (Z-score x .25)
10. # National Competitive Grant Proposals Submitted ............................................................ (Z-score x .75)
11. # Grants Received ......................................................................................................................... (Z-score x 1.5)
12. Grant $ Received [portion attributed to you - under your control - contributes to department] ........ (Z-score x 1)

Note: 9-12 will be provided by Tanya - meaning she is our lead grant staff person and what she has on record will become our financial report

Teaching (20%)
1. Weighted Student Credit Hours .................................................................................................... (Z-score x 3.5)
2. Compliance Load .......................................................................................................................... (Z-score x 3.5)
3. Course generated fees ..................................................................................................................... (Z-score x 3.5)
4. Teaching Evaluations ..................................................................................................................... (Z-score x 2)
5. Teaching Awards/Recognition .................................................................................................... (Z-score x 1)
6. MS-Chair ....................................................................................................................................... (Z-score x 2)
7. MS-Member .................................................................................................................................... (Z-score x .5)
8. MAG/MED-Chair ........................................................................................................................... (Z-score x .75)
9. MAG/MED-Member ....................................................................................................................... (Z-score x .25)
10. Doctoral Chair .............................................................................................................................. (Z-score x .25)
11. Doctoral Member ........................................................................................................................... (Z-score x 1)
12. Club Advisor ................................................................................................................................ (Z-score x 1)

Service (10%)
1. Department Leadership/Service .................................................................................................. (Z-score x 3)
2. College Leadership/Service ......................................................................................................... (Z-score x 4)
3. University Leadership/Service .................................................................................................... (Z-score x 5)
4. Professional Association Leadership/Service ............................................................................... (Z-score x 5)
5. Editor or Editorial Board ................................................................................................................ (Z-score x 5)

Step 1: Calculate Z-scores from the raw data
Step 2: Multiply by the factor in parenthesis (note: total factor values must be equal among the 3 areas [e.g., in this case the total is 22 (i.e., Service factor values: 3+4+5+5=22; Teaching factor value totals = 22; Research factor value totals = 22))
Step 3: Sum items in each of the three areas (i.e., research, teaching, and service)
Step 4: Multiply by the respective weights assigned to each area (i.e., research - 70%, teaching 20%, and service 10%)
Step 5: Sum a total for each faculty
Step 6: Rank faculty according to their total score
Step 7: Department Head will use this information as the main influence for merit. The Department Head will use collegiality and other more qualitative attributes to make minor adjustments to merit.
### ALEC Graduate Student Society Upcoming Events

<table>
<thead>
<tr>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AGSS Donation Drive – Our Backyard and Beyond</strong></td>
<td>Now through February 20&lt;br&gt;Bring items for the Bryan Community Potluck and East African Children&lt;br&gt;Food service items, children’s clothing, educational supplies&lt;br&gt;Clean out your home today, encourage your students to participate</td>
</tr>
<tr>
<td><strong>AGSS Evening at the Ballpark</strong></td>
<td>February 21, 5:15 p.m.&lt;br&gt;Join us at the corner of Olsen and Tom Chandler for a tailgate&lt;br&gt;We will supply hot dogs and other ballpark food&lt;br&gt;Baseball game at 6:35 p.m.&lt;br&gt;BTHO Stephen F. Austin!</td>
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<td><strong>AGSS Student Research Project Informational Meeting</strong></td>
<td>THIS Wednesday, February 15&lt;br&gt;Noon in AGLS 255&lt;br&gt;Great way for your students to get involved with research</td>
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<tr>
<td><strong>Practice Presentations and Defenses</strong></td>
<td>Let your students practice their presentation in front of their peers&lt;br&gt;Receive constructive feedback&lt;br&gt;Schedule one for any upcoming presentation or defense&lt;br&gt;<a href="mailto:agss@agss.tamu.edu">agss@agss.tamu.edu</a></td>
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<td><strong>Grad Student Dutch Treat Lunch</strong></td>
<td>March 6 – La Bodega – Noon&lt;br&gt;April 10 – Blue Baker on University – Noon&lt;br&gt;Please feel free to join us for lunch</td>
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<td><strong>Student Research Week Registration Now Open</strong></td>
<td>Now Through February 24&lt;br&gt;Judges &amp; Volunteers also needed&lt;br&gt;<a href="http://srw.tamu.edu">http://srw.tamu.edu</a></td>
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**Embrace your inner nerd**

**Student Research Week 2023**
### Liabilities of Our Strengths

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<thead>
<tr>
<th>I have issues when others...</th>
<th>Possibly because I...</th>
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<td>Don’t follow through</td>
<td>Have the strength of responsibility. I get things done and when I rarely assign something to someone else I expect them to be done</td>
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<td>Are negative and unrealistic</td>
<td>Have the strength of positivity. Love to see the world as positive and great</td>
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<td>Don’t care about someone else’s feelings</td>
<td>Have the strength of empathy. I hate seeing people walked on and I care about everyone’s feelings</td>
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<td>Don’t acknowledge past mistakes to make corrections for the future</td>
<td>Have the strength of context. I like to build my plan off of the past</td>
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Liabilities of Our Strengths

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In your opinion, please indicate which of the following represents how you think we should proceed with the time we use for development of strengths at departmental meetings.

____ General strengths knowledge and activities at each meeting for 10 minutes
____ Deeper strengths activities once a semester for a longer period of time

Other suggestions for professional development activities among our ALEC department (either at department meetings or other allocated time):

Thanks for your feedback!

--Jamie and Summer