



UNIVERSITY OF KENTUCKY

College of Agriculture

Department of Agricultural Economics

**The Department of Agricultural Economics  
Strategic Plan**

**Goal I: Reach for National Prominence**  
(Confirmed by faculty January 5, 2005)

**Objectives**

1. The Department will enhance the national prominence and impact of its research-based scholarship.
2. The Department will recruit and graduate students who become outstanding leaders and scholars for our state and nation.
3. The Department will sustain its nationally prominent stature in outreach, service, and extension missions.

**Strategies**

1. Pursue increased resources and funding for high-quality research, instructional, and service programs.
2. Engage key constituencies – particularly alumni – to help the Department achieve its objectives.
3. Mentor students in undergraduate and graduate research projects and submit quality papers for University, regional, and national competition.
4. Recruit and equip a highly competitive Agricultural Economics quiz bowl team.

**Key Indicators**

**By 2006 the Department will have:**

1. At least two undergraduate or graduate papers, theses, or dissertations submitted for consideration in regional or national competition each year.
2. Increase the number of regional and national teaching, research, and extension awards received by faculty.
3. Have faculty who are nationally recognized as authors of widely adopted textbooks.
4. Provide congressional testimony and other prestigious presentations to public bodies.

07	(General Departmental) Providing basic and applied knowledge for producers, consumers, and other private and public decision makers as they strive to design and implement strategies, programs and policies.	Provide Congressional testimony, invited presentations to public bodies & other similar prestigious presentations.	Self reporting of testimony and significant prestigious presentations showed 56 for 03-04 or 3.9 per CES + AES FTE	Now that we have a baseline we can set a goal for next year of 3 per CES + AES FTE	Overall	1. National Prominence
15	(BS) 2. The Department will recruit and graduate students who become outstanding leaders and scholars for our state and nation. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	At least two undergraduate or graduate papers, theses, or dissertations submitted for consideration in regional or national competition each year	None were submitted this past year	Renew our effort to nominate student papers.	Instructional	1. National Prominence

**Goal II: Attract and Graduate Outstanding Students**  
(referred to Graduate & Undergraduate Committees by e-mail 2-17-05,; see the Annual Progress Reports E-mail File in Follow-Up)

**Objectives**

1. The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.
2. The Department will seek to offer the full scope of learning opportunities for all of its fields of study with access to advanced degrees, distance learning and continuing education.
3. The Department will integrate the students and faculty as appropriate from the former College of Human Environmental Sciences.

**Strategies**

1. Provide the best possible curriculum and academic opportunities supported by a faculty of dedicated and skilled instructors and advisors.
2. Foster student participation in personal and professional development opportunities beyond the classroom, including student research, student and professional organization membership, international and travel experience, and internships.
3. Monitor the success of graduates and use those findings as a part of the process driving curriculum changes.
4. Monitor curriculum offerings for contemporary relevance, ensuring that students are both fully engaged and performing at levels equal or superior to students in national and international peer institutions.
5. Increase faculty recognition for academic and extracurricular advising. Implement the University graduation agreement program to enhance timely graduation of students.
6. Replace faculty teaching resources lost in recent resignations.
7. Explore alternatives to meet demand on teaching resources given the recent doubling of student numbers.
8. Investigate the synergies of incorporating school of HES and AEC faculty in teaching.
9. Facilitate integration of curricula across faculty and courses to prevent redundancies and gaps, and to enhance the student's learning experiences.

**Key Indicators**

**By 2006 the Department will have:**

1. Core and agribusiness capstone courses offered both fall and spring semester
2. 75% of entering freshmen & transfers graduate within five years
3. 80% of students who transfer into AEC graduate in Agricultural Economics.
4. At least two courses cross listed in HES and AEC
5. 80% of PhD students submitting at least one refereed publication prior to graduation.
6. MS recruiting yield will be 40% or above
7. MS selectivity will be 50% or below
8. MS entrants average GRE's will be 1500 or higher
9. PhD recruiting yield will be 50%
10. PhD selectivity will be 25%
11. PhD entrants average GRE will be 1600
12. At least 50% of M.S. students should have a paper or poster by the time they

graduate.

13. 75% of full-time MS students should graduate in 2 years

14. One hundred percent of our Ph.D. students should have a presentation at a professional meeting before they graduate, 50% should have a refereed publication and 100% have a publication in review before they graduate.

10	(BS) Continue to work toward having 10-15 entering freshman to ensure a good quality base of undergraduates each year. - The Department will recruit and retain students with the highest academic and professional potential.	In the last year or so we have had 10-15 entering freshmen. We have been measuring this in the overall goals, from now on we'll do it here. We have had 13 in 99-00, 8 in 00-01, 19 in 01-02 & 15 in 02-03	We had ~11 entering Freshmen in 03-04	Keep monitoring - we are not overly concerned at this point because our overall enrollment is too large - keep monitoring <b>TRACK ONLY</b>	Instructional	2. Outstanding Students	0	0	0	0
11	(MS) Increase the quality of the students enrolled in the M.S. program. - The Department will recruit and retain students with the highest academic and professional potential.	Will add goals on selectivity (% admitted from applications) for 03-04.	Our selectivity for F'99 - F'04 were 39%, 66%, 40%, 64% & 47%. Econs comparative numbers, excluding F'04 were 65%, 21%, 26%, 40%	Our goal was set at 40%. We will continue monitoring and re-evaluating	Instructional	2. Outstanding Students	0	0	0	0
12	(MS) Continue to enhance recruitment of M.S. students, particularly outstanding students from other institutions as well as our own undergraduate program. - The Department will recruit and retain students with the highest academic and professional potential.	Will add goals on yield (% that show up of those admitted) for 03-04.	Our yield for F'99-F'04 were 38%, 48%, 27%, 24% & 39%. Econs were 29%, 29%, 15% & 14%	Our goal was set at 50%. We will continue monitoring and re-evaluating	Instructional	2. Outstanding Students	0	0	0	0
13	(MS) Increase the quality of the students enrolled in the M.S. program. - The Department will recruit and retain students with the highest academic and professional potential.	Increase average GRE score of incoming class to 1500. F'02 score was 1447.5, F'01 score was 1420 for Sp 01, F' 2000 ave GRE for MS 1375. F'03 score was 1795.	The F'04 MS GRE's were 1517.	A big slip from last year but still above our goal.	Instructional	2. Outstanding Students	0	0	0	0
14	(BS) Increase the undergraduate graduation rate. Maintain 75% 5-year graduation	In 03-04 we will continue with a modified version of this goal, to include	In 03-04 we had a 5-year graduation rate of ~ 68%	Keep working toward goal of 75% Current changes in BS	Instructional	2. Outstanding Students	0	0	0	0

	rate or better for entering Freshmen & transfer students- The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	freshmen and transfer rates with a goal of 75%.In the Fall '01 the rate was 70%, in 2001-2002 we made 75% In 2003 our 5 year graduation rate for freshmen was 80%. Graduated 70% of the 1999-2000 transfer students. The rate as of 10-01-01 was 62%. In the 02-03 School year 73% of transfer students who entered school in 1998 graduated in 5 years or less.		curriculum have not had time to take effect						
16	(BS) We need to work on methods to manage the large number of undergraduates while focusing on quality goals. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	Transfer entrants will be tracked and a control goal set. Continue to monitor to see if the GPA requirement added in the new program has the effect of reducing our overall enrollment. The # of transfer entrants were 22 in '96-97,34 in '97-98, 40 in '98-99, 52 in '99-00, 80 in '00-01, 107 in '01-02, 78 in '02-03	We had 96 transfers in 03-04	We need to keep track of this to be sure our main source of students doesn't change drastically either up or down. <b>TRACK ONLY</b>	Instructional	2. Outstanding Students	0	0	0	0
17	(BS) The Department will recruit and retain students with the highest academic and professional potential. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues,	80% of students who transfer into Agricultural Economics graduate in Agricultural Economics	We had 91 transfer into AEC last year and 60 are currently enrolled. This is a 66% continuation rate.	We will continue working with transfer students to keep them with us and determine what can be done to increase persistence	Instructional	2. Outstanding Students	0	0	0	0
18	(MS) Increase the academic performance and achievement of M.S. students. - The Department will provide	At least 50% of M.S. students should have a paper or poster by the time they	In 03-04 3 of 7 MS grads had posters or papers	Close but under 50%. Will keep tracking and encouraging	Instructional	2. Outstanding Students	0	0	0	0

	a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	graduate. As of October 1, 2002 56% (9/16) of those who graduated in 2001-02 had papers or posters. As of 10/01, 6/8 or 75% of those who finished had given a paper or poster. As of October 1, 2003 86% (6/7) of those who graduated in 2002-03 had papers or posters.		this activity						
19	(MS) Assure that our M.S. students move through the program in a timely manner. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	Seventy-five percent of our full-time M.S students should finish in 2 years. For 03-04 Maintain 75%. As of October 1, 2002, 50% graduated in two years. For 10/01 it was 4/8. As of October 1, 2003, 83% (5/6) of the full time students graduated within two years. We graduated 7 MS students. The seventh was an Extension Associate. Mean time to graduation is 2.9 years from 97-00 but includes people like Extension Associates. (3 Of 25 finished in under 2, 18 in under 2.5 and 21 in 3 years or less).	In 03-04 5 of 7 who finished did so in 2 years. 71+% which is below our goal a bit.	We will continue to work to get full-time MS students finished in 2 years. Keep tracking	Instructional	2. Outstanding Students	0	0	0	0
20	(MS) Continue to get students involved in projects, especially their own research, very early. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with	50% of our full-time MS students will be employed in their own research after one semester and 100% after two semesters. As of the F'03 MS students are	By the F'04 25% had their own research in 1 semester and 80% in two semesters	We will revisit this goal in faculty meeting to determine action <b>TRACK ONLY</b>	Instructional	2. Outstanding Students	0	0	0	0

	global issues.	assigned their own research in about 14 months, on average. Of the 24 MS students 3 have been assigned within 1 semester and 3 more within a year.									
21	(MS) track placement. Our goal is simply to track institutional placement. We will also track successes relative to the students goals for placement. Monitoring will begin in January, 2003 so we'll have a base point for next year. - The Department will provide a rigorous learning environment that is conducive to success and prepares graduates to deal with global issues.	Track those who are employed in a university, government, private sector, those who return to home country position and those who are under or unemployed. Our seven MS graduates are employed as follows: 1 Grad School, 2 private sector, 1 university, 1 home country, 1 state government & 1 seeking employment. The 6 are pleased with their jobs. The 7th is not actively seeking employment at this time.	03-04 7 MS graduated 4 continued their education, 2 were employed and 1 is looking for work. Graduates were employed by the USDA, Peace Corps, Farm Credit and UK.	Keep working toward 100% placement <b>TRACK ONLY</b>	Instructional	2.	Outstanding Students	0	0	0	0
22	(General Departmental) Assess how the Department communicates its expectations, rationale and requirements to graduate students, particularly in terms of the Agriculture Economics qualifying examination, but also required course work and research progress. Update the Graduate Student Handbook to be consistent with current practice.- The Department will seek to offer the full scope of learning opportunities for all of its fields of study with access to	As a first step update the Graduate Student Handbook to be consistent with current practice.	This will be the year the Graduate Program Committee will do the handbook update so there are no results yet.	<b>TRACK ONLY</b>	Instructional	2.	Outstanding Students	0	0	0	0

	advanced degrees, distance learning and continuing education.									
23	(BS) We will collect information from seniors about their experience at UK. Do analysis of exit interviews to determine variables that affect transfer graduation rate. The Department will seek to offer the full scope of learning opportunities for all of it's fields of study with access to advanced degrees, distance learning and continuing education.	We will obtain an exit interview from at least 50% of our seniors.	4 of 36 potential December graduates completed surveys and 7 of 41 May graduates a 15% response rate <b>TRACK ONLY</b>	Rethink the 50% goal as we can fairly well predict answers to the survey questions. The motivated (read concerned or upset) students do respond. LWR suggests a 30% goal here. The Chair will begin this fall to attain 30% or more of the actual graduates to fill our exit interview surveys.	Instructional	2. Outstanding Students	0	0	0	0
24	(MS) Maintain the number of students enrolled in the M.S. program. - The Department will seek to offer the full scope of learning opportunities for all of it's fields of study with access to advanced degrees, distance learning and continuing education.	Maintain MS student number at 25 while recruiting both high quality in- and out-of-state prospects. F'02 enrollment 28, 25 in 01 & 00 was 18. MS Enrollment for F' 03 is 24.	In fall '04 we had 25 MS students in the program. <b>TRACK ONLY</b>	This is our target number. We don't want a lot more or a lot less.	Instructional	2. Outstanding Students	0	0	0	0
25	(General Departmental)The Department will integrate the students and faculty as appropriate from the former College of Human Environmental Sciences.	At least two courses will be cross listed in HES and AEC by 2007	The department is beginning to look at cross listing an e-tailing course that is offered out of HES's Merchandizing Apparels and Textiles unit.	Continue to pursue other possible courses that could be cross listed to meet the 24 credits of non-core AEC electives.	Instructional	2. Outstanding Students	0	0	0	0
28	(PhD) Increase the quality of the students enrolled in the Ph.D program. - The Department will attract highly qualified doctoral	Keep the average GRE score for the incoming class of Fall 2003 to 1600 (total of three sections). 2001-02	In F'04 our PhD GRE scores averaged 1728, well above our goal.	Continue monitoring	Research	2. Outstanding Students	0	0	0	0

	students and postdoctoral scholars.	GRE was 1783. Ave 2000-01 GRE was 1696. In 2002-03 the GRE for our 3 new PhD's was 1960. The two who entered in the F'03 averaged 1875 USING A CONVERSION RATE FOR THE NEW Analytical scores.								
29	(PhD) Increase the quality of the students enrolled in the Ph.D program. - The Department will attract highly qualified doctoral students and postdoctoral scholars.	Will add goals on selectivity % admitted from applications) for 03-04.	Our PhD selectivity for F'99-F'04 was 59%, 58%, 48.5%, 62% & 43% while Econs was 58%, 42%, 57% & 48% for 99-03	Our PhD selectivity goal will be 50%	Research	2. Outstanding Students	0	0	0	0
30	(PhD) Increase the quality of the students enrolled in the Ph.D program. - The Department will attract highly qualified doctoral students and postdoctoral scholars	Will add goals on yield (% that show up of those admitted) for 03-04.	Our PhD yield for F'99 through F'04 is 23%, 38%, 25%, 24% and 22%. By comparison Econs for 99-03 was 31%, 17%, 20% & 16%	Our PhD yield goal will be 25%	Research	2. Outstanding Students	0	0	0	0
31	(PhD) Enhance the PhD students productivity and marketability by having them do presentations at professional meetings and submit papers to refereed journals. - Strive for continued improvement in both the quality and quantity of research productivity.	One hundred percent of our PhD students should have a presentation at a professional meeting before they graduate, 50% should have a refereed publication and 100% have a publication in review before they graduate. By October of '01 3 had a presentation before they left & 3 published. In '02-03 we graduated no PhD students.	Four PhD's finished in the last school year and all had presentations before they graduated. Two had refereed articles published or accepted.	Continue tracking.	Research	2. Outstanding Students	0	0	0	0
32	(PhD) Assure that our PhD students move through the program in a timely manner - Strive	Eighty percent of our PhD students should graduate from the program	Two of 4, 50% graduates in four years the two took 4.5	The graduate Committee will work with major	Research	2. Outstanding Students	0	0	0	0

	for continued improvement in both the quality and quantity of research productivity.	within four years. as of 10-1-02 two of our 3 Ph.D. graduate students completed requirements within 4 years. In 2000-01, neither of our two graduated PhD students completed requirements within 4 years. We did not graduate a Ph.D student in the 02-03 school year.	years. <b>TRACK ONLY</b>	professors to enhance this rate toward our goal.							
33	(PhD) Assure that our PhD students move through the program in a timely manner. Strive for continued improvement in both the quality and quantity of research productivity.	Our PhD's should be candidates (finished the agriculture qualifying exam)30 months into the program.	In 03-04 three PhDs out of ~5 who had been here over 30 months were candidates by the 30 month goal.	Work to get this to be 100%. <b>TRACK ONLY</b>	Research	2.	0	0	0	0	0
34	(PhD) Track placement - Our goal is simply to track institutional placement. We will also track successes relative to the students goals for placement. Monitoring will begin in January, 2003 so we'll have a base point for next year. Strive for Continued Improvement in both the quality and quantity of research productivity.	Track those who are employed in a university, government, private sector, those who return to home country position and those who are under or Unemployed. No PhD students graduated in this period.	In 03-04 two of 4 went to private industry, one is a post doc and one is working in the public sector- Climate Change in Chicago, Bank of Nebraska & CDC.	Keep tracking. <b>TRACK ONLY</b>	Instructional	2.	0	0	0	0	0
35	(PhD) Continue to get students involved in projects, especially their own research, very early. Provide a graduate program which attracts and educates students in theoretical and applied economic concepts. We stress the use of analytical tools to solve problems related to agricultural resources, food and fiber industries, and rural economics in the U.S. and internationally. Strive for	Make sure that each graduate student has a research project with a professor within first 6-12 months. On average the PhD students as of Fall '03 have taken 14 months to be assigned to their own research. Keep working to lower this average to 12 months or less. Historically	In 03-04, 3 had projects in the first year 75%.	Keep pushing to have all PhD's on a research project in the first year. <b>TRACK ONLY</b>	Research	2.	0	0	0	0	0

<p>continued improvement in both the quality and quantity of research productivity.</p>	<p>time from arrival until having their own research averages 10.5 months for '00 entrants, 18.3 months for '01 &amp; 5.9 for '02.</p>						
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**Goal III: Attract, Develop and Retain a Distinguished Faculty** (reviewed with no suggested changes March 2, 2005)

**Objectives**

1. The Department will recruit and develop an outstanding and diverse faculty
2. The Department will selectively reallocate resources to identify, recruit and support exceptional mid-career faculty who bring elevated recognition and leadership to targeted programs.
3. The Department will aggressively seek to recognize and reward superior achievement.
4. The Department will ensure strong support for all programs by maintaining a quality staff.
5. Department will recruit and hire two new faculty (Agribusiness T/R & Livestock/Forages CES) each of whom will assume responsibility for at least one undergraduate course.

**Strategies**

1. Develop institutional policies and incentives that help retain superior faculty and staff.
2. Seek additional funding to better compensate professional and support staff.
3. Develop and implement a strategy for professional development and mentoring of new faculty.
4. Continue to review and improve evaluation and coaching procedures, with appropriate rewards, that match performance expectations for all employees.

**Key Indicators**

**By 2006 the Department will have:**

1. Decreased by half the disparity between average salary and the NAAEA median for all professional categories.
2. Two new faculty hired.
3. Retired faculty replaced within six months of retirement
4. Active mentoring committees for all non-tenured faculty

01	(General Departmental) The Department will recruit and develop an outstanding and diverse faculty.	Decreased by half the disparity between average salary and the NAAEA median for all professional categories	In 04-05 using NAAEA numbers we are \$1,000 above average for Associate Professor salaries, \$1,500 below for Assistants and \$4,000 for Fulls. In 03-04 we were only below average for assistant professors. We had no benchmark U's reporting 04-05 salaries and only 3 reported salaries in 03-04. Those that did report indicate the BENCH MARK'S SALARIES ARE CONSIDERABLY HIGHER THAN THE AVERAGES	Work with Dean Smith in an attempt to improve salaries so we can move closer to NAAEA averages for Assistant and Full Professors	Overall	3.	0	0	0	0
						Disting. Faculty				

			FOR NAAEA							
02	(General Departmental) The Department will recruit and develop an outstanding and diverse faculty.	Retiring faculty will be replaced within six months of retirement or six months from the end of their post-retirement appointment.	Riggins retired in August and was hired back on a post retirement appointment in September.	Urge eligible faculty to notify the department as early in their retirement process as possible so we can implement replacement strategies.	Overall	3. Disting. Faculty	0	0	0	0
03	(General Departmental)We will enhance the national prominence and impact of research-based scholarship.	We will maintain active mentoring committees for all non-tenured faculty (at least three formal meetings per year)	Scorsone and Pushkarskaya's committees will present a written mentoring plan, including a formal list of meeting times.	Continue to learn how to make best use of mentoring committees	Overall	3. Disting. Faculty	0	0	0	0
26	(CES) The Department will improve recruitment, retention and remuneration of technical, clerical and professional staff to ensure the highest quality of support for all programs.	Fill three hard-funded Extension Associate positions by the fall of 2007 with the expectation that five to six Extension Associates will be employed at any given time.	No results as this is a new goal	Discussions will begin with Deans Turner and Smith about this goal immediately	Service	3. Disting. Faculty	0	0	0	0

**Goal IV: Discover, Share and Apply New Knowledge** (Reviewed and approved with modifications June 1, 2005)

**Objectives**

1. The Department will aggressively pursue targeted strategies to increase extramural research funding from all sources.
2. The Department will provide state-of-the-art facilities and equipment to increase our capacity for cutting-edge science.
3. The Department will integrate discovery science and applied research and technology in teaching, technology transfer and outreach activities to solve problems and generate economic, societal, or environmental benefits at the state and national levels.
4. The Department will attract highly qualified doctoral students and postdoctoral scholars.
5. The Department will maintain and enhance the economic value of knowledge (information) in agricultural economics to the citizens of the Commonwealth.

**Strategies**

1. Participate in inter- and multi-disciplinary research and extension teams within the College, across the University and with other universities (including Kentucky State and other state universities).
2. Develop a process for compiling and reporting impacts of research that accounts for disciplinary and inter-disciplinary research.
3. Secure resources to enlist young scientists' contributions to the research program at the graduate level.
4. Strive for continued improvements in both the quality and quantity of research productivity.
5. Enhance research interaction among research faculty, extension faculty, graduate and undergraduate students, and faculty and students from other departments, colleges and universities.
6. Enhance research interaction with federal agencies, institutions, industry groups and NGOs (nongovernmental organizations).

**Key Indicators**

**By 2006 the Department will have:**

1. Publication of at least three refereed journal articles per research FTE per year.
2. Selected and monitored citation measures for agricultural economics research conducted by the department.
3. Attract at least \$25,000 of grants per AES FTE per year

04	(CES) Provide educational programs and serve the off-campus needs of the citizens of the Commonwealth of Kentucky with research-based efforts in the areas of economic and social choices; Address traditional education needs while expanding efforts in community economic development, emerging	Attract \$100,000 per CES FTE.	In Fiscal 04 CES attracted \$69,800 of primary grants and were collaborators in \$1,406,130 of grants. This is \$8,600 of primary and \$220,500 of	Re-evaluate and decide on new goal after one year of experience.	Service	4. New Knowledge	0	0	0	0
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	agricultural enterprises, value added marketing and alternative marketing methods; Continue educational programs and research collaboration with other such units in UK as Biosystems and Agricultural Engineering, Horticulture, Animal Science, The Medical Center and the Center for Cooperative Development.		collaborative grants per CES FTE							
05	(AES) Providing basic and applied knowledge for producers, consumers, and other private and public decision makers as they strive to design and implement strategies, programs and policies.	Publication of at least three refereed journal articles per research FTE. (Baseline 1997/98 was 4.46, 99/00 was 3.78, In 2001-02 we had 3 articles for FTE). We published 4 book chapters and 14 refereed journal articles in 2002 per the AES Annual Report. With 5.7 AES FTE that year we had 3.18 articles per AES FTE. This is the first year of using the AES Annual Report for data, but we need to use published data whenever possible.	In fiscal 04 AES faculty published 5 books or book chapters and 24 refereed journal articles from the College's Annual Report. Those 29 publications give us over 4.5 refereed journal articles or their equivalent per AES FTE.	Met goal - keep monitoring	Research	4. New Knowledge	0	0	0	0
06	(AES) Providing basic and applied knowledge for producers, consumers, and other private and public decision makers as they strive to design and implement strategies, programs and policies.	\$25,000 of grants per AES FTE per year. Reduced because fiscal situation tightened & overhead rate makes us less competitive. Grants/ AES FTE in 1997/98 ~\$198,500, in 99/00 ~\$89T. In 2001-02 - \$121,684 AES faculty and \$48,080 CES=\$169,764 with 5.7 AES FTE for \$29,982 /AES FTE in 2003 \$194,758 (\$95,651 AES + \$99,107 CES)w/ 5.7 FTE for \$34,168/FTE. In	In fiscal 04 the AES grants were \$169,300 primary and \$1,379,100 collaborative. That is \$26, 500 per AES FTE of Primary grants and \$216,200 of collaborative grants per AES FTE.	Continue to reassess grant goals each year.	Research	4. New Knowledge	0	0	0	0

	<p>2000 Competitive  \$104,912.28, +  Scope = \$162,592,  + collaborative =  \$180,120 all /AES  FTE. The same #'s  for '01= \$109,298,  \$143,465 &amp;  \$514,471; For  '02=\$31,754,  \$61,227, \$582,669  and for '03 \$34,168,  \$34,168 &amp;  \$500,896.</p>								
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**Goal V: Nurture Diversity of Thought, Culture, Gender, and Ethnicity** (Reviewed and approved without change by the faculty July 6<sup>th</sup>, 2005 – Action to do a more thorough review of this goal by a departmental diversity committee during the next year following a diversity training by Terry Allen was also approved, however).

**Objectives**

The Department will establish structures, implement processes, and focus its resources to:

1. sustain an institutional climate wherein differences are valued,
2. create work and learning environments wherein every person has opportunities to achieve their highest potential, and
3. support an inclusive institution responsive to the needs of all students, staff, faculty and citizens.

**Strategies**

1. Establish a network of partners with 1890 land-grant universities for recruitment of students, faculty and staff.
2. Actively recruit minority students, faculty, and staff into Agricultural Economics.
3. Utilize minority alumni to assist in recruitment of students and placement of graduates
4. Actively pursue international undergraduate, graduate, and faculty exchange programs.

**Key Indicators**

**By 2006 the Department will have:**

1. Attract and maintain a minority graduate student enrollment that is equal to or greater than the average at the University. The Universities graduate minority enrollment is 7.8%.
2. maintain African American BS enrollment at or above the 6.6% figure representing the minority share of the State's population
3. Foreign undergraduate enrollment of 2%
4. Female enrollment of 30%, up from 20.4% fall '03
5. 10% of students taking advantage of an international academic experience during their undergraduate career.
6. 30% of faculty participating in some international experience each year.
7. Maintain or increase the ethnic and gender diversity of faculty and staff.

36	(General Departmental) Sustain an institutional climate wherein differences are valued.	30% of faculty should participate in some international experience each year. (6-7/year)	In '03-04 we had 8 faculty who worked on some international project, ranging from Larry Jones and the leadership trip to Mike Reed's frequent travels.	Keep encouraging efficient internationalism, rather than long-term assignments.	Overall	5. Nurture Diversity	0	0	0	0
37	(General Departmental) The Department will recruit and develop an outstanding and diverse faculty.	Maintain or increase the ethnic and gender diversity of faculty. We will strive to stay at or above one African American and two	In '04 we added the second female faculty member to our department so we doubled in that measure. We are interviewing two females and	Each search committee meets with Dean Smith relative to this goal and the Chair will insist that qualified female and minority	Overall	5. Nurture Diversity	0	0	0	0

		female faculty.	one male for the Agribusiness position. There were no known minorities in the pool of candidates.	candidates be included in the interview pool.						
38	(General Departmental) Provide a graduate program which attracts and educates students in theoretical and applied economic concepts. We stress the use of analytical tools to solve problems related to agricultural resources, food and fiber industries, and rural economics in the U.S. and internationally. The Department will sustain an institutional climate wherein differences are valued.	Attract and maintain a minority graduate student enrollment that is equal to or greater than the average at the University. The University's graduate minority enrollment is 7.8%. Minority enrollment for the Fall 01-02 was 4 minority & 2 African Americans out of 59 (from Grad School records) or 6.8%. For'03 our estimate is 4 out of 52 (7.7%). The department agreed to house the office for the Assistant Dean for Diversity beginning in 2003. Continue efforts to recruit and retain minority students and faculty working closely with the Assistant Dean of Diversity's office.	There are three minorities in our graduate student body of 43 or 7% minority. This is a bit below the University average for the first time in several years. With our healthy undergraduate minority enrollment we should have a good chance to enhance this number next year.	Work with our minority undergraduates and with the Assistant Dean of Diversity to get our percent above 7.8%	Instructional	5. Nurture Diversity	0	0	0	0
39	(BS) Increase the ethnic and global diversity of the Department's student body. The Department will sustain an institutional climate wherein differences are valued.	Our '03-04 goal will be to maintain African American enrollment at or above the 6.6% figure representing the current share of the State's population rather than the lower University population of	We have 15 minority students out of a fall enrollment of 179 enrolled in the F'04 or 8.4%.	We will continue to recruit and consider a higher goal.	Instructional	5. Nurture Diversity	0	0	0	0

		3.1%, our previous goal (the University's minority number). Our minority enrollment in 02-03 was 16 or 8%. AEC has the highest African American enrollment of any Agriculture College department.								
40	(BS) Sustain an institutional climate wherein differences are valued	Maintain foreign undergraduate enrollment of 2%	In 03-04 we had 1 international student out of a total of 200, or 0.5% .	Work to increase our international undergraduate enrollment.	Instructional	5. Nurture Diversity	0	0	0	0
41	(BS) Sustain an institutional climate wherein differences are valued	10% of students should take advantage of an international academic experience during their undergraduate career	In 03-04 we had 3 international undergraduates or 1.5% who participated in an international experience.	Develop a plan to get more undergraduates involved internationally.	Instructional	5. Nurture Diversity	0	0	0	0
42	(BS) Provide undergraduate education to citizens of the commonwealth, nation and world. The Department will sustain an institutional Climate wherein differences are valued.	Our goal for 03-04 will be 30% female enrollment by the Fall of '04. and 33% by the Fall of '06. Keep recruiting females to the undergraduate program to at least maintain 22% female population. Female enrollment 10-1-02 is 22%. It was less than 20% in 2001. In 2003 our female enrollment was 28%.	We are at 40 females out of 179 or slightly over 22%.	We are not doing well here. We will add this to a future faculty agenda and develop a plan of action to improve.	Instructional	5. Nurture Diversity	0	0	0	0

**Goal VI: Elevate the Quality of Life for Kentuckians** (Reviewed and approved with modifications August 3, 2005)

**Objectives**

1. The Department will advance sustainable agricultural, food and natural resource systems.
2. The Department will improve the economic, social, and physical well-being of individuals and families through lifelong educational programming.
3. The Department will improve the capacity of communities to address critical issues through programs in leadership development, civic engagement, and economic development.
4. The Department will help Kentucky’s youth develop the character traits to be successful citizens.

**Strategies**

1. Sustain traditional Extension strengths while offering innovative new issues-oriented programs in agricultural economics to serve increasingly diverse stakeholders.
2. Promote enhanced linkages between Cooperative Extension and new partners within and outside the University, including Ky Dept of Ag, Governor’s Office of Ag. Policy, regional extension committees, and media outlets.
3. Establish baseline measures to assess and communicate the impact of Extension programs.
4. The Extension faculty of the department has been engaged in a strategic planning process since December 2003 and has in place subcommittees to specifically address Program Delivery, Positions/Structure, and Promotion.

**Key Indicators**

**By 2006 the Department will have:**

1. A faculty who will make one presentation at a professional society or regional meeting per CES FTE per year.
2. Published one refereed journal article per CES FTE per year.
3. Developed or expanded at least three major outreach partnerships as indicated by formal agreements or new or enhanced outcome measures related to joint programming.
4. Attracted \$100,000 or grant/gift support per CES FTE per year.
5. Defined and staffed (with at least one PhD level economist) five major Extension areas: Risk Management/Strategies/Ag Policy, Rural Economic Development, Business, Marketing, Natural Resources and the Environment, and Management.
6. Filled three hard-funded Extension Associate positions with the expectation that five to six Extension Associates will be employed at any given time.
7. Farm business analyses programs whose specialists will publish an annual summary and 3 cost & returns publications in a timely manner each year.

08	(CES) Provide educational programs and serve the off-campus needs of the citizens of the Commonwealth of Kentucky with research-based efforts in the areas of economic and social choices. Address traditional education needs while expanding	Make one presentation at a professional society or regional meeting per CES FTE year.	In 03-04 we presented 24 times at professional societies or regional meetings or 2.97 per FTE.	We surpassed our goal. Keep monitoring	Service	6. Quality of Life	0	0	0	0
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	efforts in community economic development, emerging agricultural enterprises, value added marketing and alternative marketing methods. Continue educational programs and research collaboration with other such units in UK as Biosystems and Agricultural Engineering, Horticulture, Animal Science, the Medical Center and the Center for Cooperative Development.									
09	(CES) Provide educational programs and serve the off-campus needs of the citizens of the Commonwealth of Kentucky with research-based efforts in the areas of economic and social choices. Address traditional education needs while expanding efforts in community economic development, emerging agricultural enterprises, value added marketing and alternative marketing methods. Continue educational programs and research collaboration with other such units in UK as Biosystems and Agricultural Engineering, Horticulture, Animal Science, the Medical Center and the Center for Cooperative Development.	Publish one refereed journal article per CES FTE per year.	In 03-04 CES published 9 refereed journal articles or 1.12 per FTE	Met goal - keep tracking	Service	6. Quality of Life	0	0	0	0
44	(CES) Fully implement the recommendations of the 2003 KFBM Futuring Committee. The Department will advance sustainable agricultural, food and natural resource systems.	KFBM will publish an annual summary and 3 Cost & Returns publications each year.	In '03-04 KFBM specialists published an annual summary and have completed 5 cost and return summaries.	We will continue to work on more timely publications of these reports	Service	6. Quality of Life	0	0	0	0
45	(CES) KFBM will fully implement the recommendations of the 2003 KFBM Futuring Committee.	Specialists will carry an appropriate number of cooperators, publish one State newsletter article per Specialist per year and make 4 Extension presentations to non-	Have met and far exceeded these goals since '03=04	Therefore we will only track these goals to should they ever fall below target.	Service	6. Quality of Life	0	0	0	0

		cooperators each year.								
47	(CES) Will provide educational programs and serve the off-campus with research-based efforts in the areas of economic and social choices. Address traditional needs while expanding efforts in community economic development, emerging agricultural enterprises, value added marketing and alternative marketing methods. Continue educational programs and research collaboration with other UK units	Publish 3 CES articles per CES FTE (ESM, Industry reports, &/or Outlook pubs). Conduct 2 CES workshops or agent in-service trainings per CES FTE(subject matter training where faculty or associates conduct the primary educational effort)	We have far surpassed these goals since '03-04.	Therefore we will only track these goals to should they ever fall below target	Service	6. Quality of Life	0	0	0	0

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