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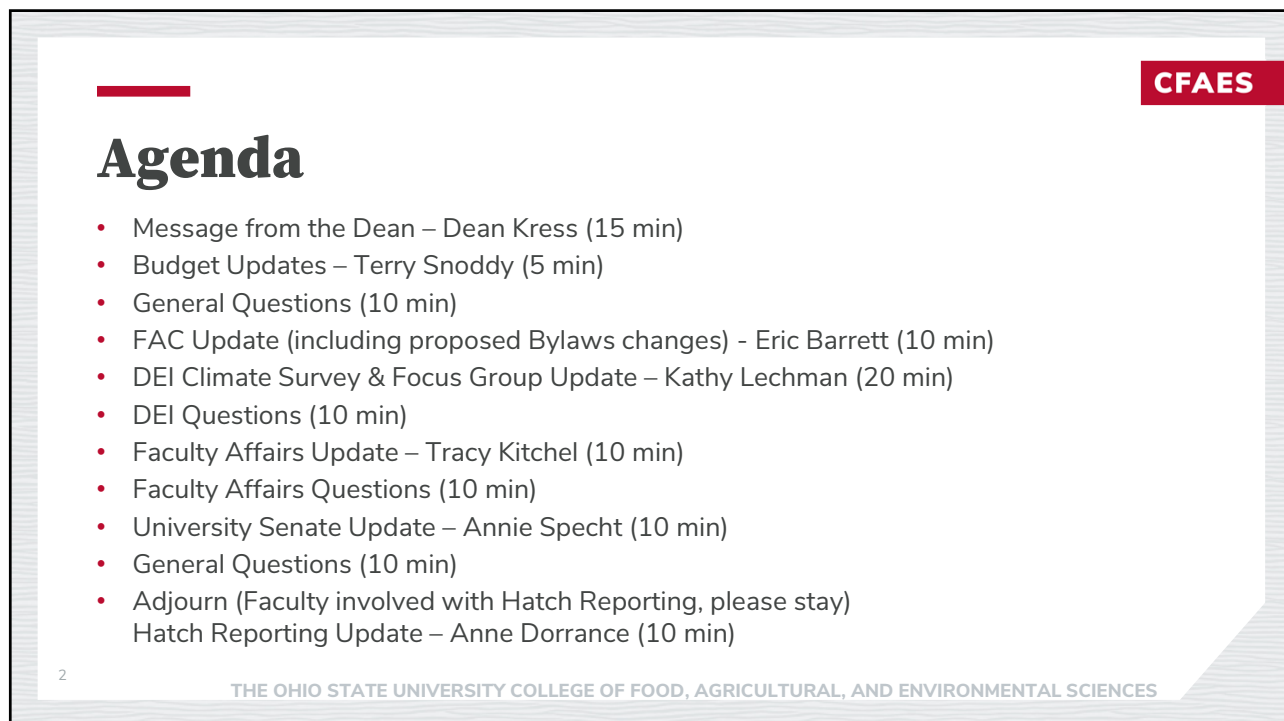
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**2022 Spring CFAES
All-Faculty Meeting**

Vice President and Dean Cathann Kress presiding

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AND ENVIRONMENTAL SCIENCES

1



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Agenda

- Message from the Dean – Dean Kress (15 min)
- Budget Updates – Terry Snoddy (5 min)
- General Questions (10 min)
- FAC Update (including proposed Bylaws changes) - Eric Barrett (10 min)
- DEI Climate Survey & Focus Group Update – Kathy Lechman (20 min)
- DEI Questions (10 min)
- Faculty Affairs Update – Tracy Kitchel (10 min)
- Faculty Affairs Questions (10 min)
- University Senate Update – Annie Specht (10 min)
- General Questions (10 min)
- Adjourn (Faculty involved with Hatch Reporting, please stay)
Hatch Reporting Update – Anne Dorrance (10 min)

2

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2

Housekeeping

- Zoom Meeting not a Zoom Webinar
- Opportunities to ask questions (noted on the agenda)
- Please use the “raise-hand” feature to ask a question, and wait to be called on
- Chat feature is enabled

3

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3

Values and Ethics Survey Report of Findings

1. CFAES faculty and staff feel connected.
2. CFAES faculty and staff feel we have strong leadership.
3. CFAES faculty and staff connect with OSU’s values.

4

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4

CFAES By the Numbers

CFAES has a students first philosophy.

- 1st Year Retention, 4-Year Graduation, and 6-Year Graduate Rates for CFAES students all exceed the university averages.
- 95% of CFAES graduates are employed or enrolled in graduate study within six months of graduation, exceeding the university average in the same time period.
- CFAES awards nearly \$3 million in student scholarship support annually, more than any other college at Ohio State.

5

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CFAES By the Numbers

Our faculty drive our students first philosophy.

- CFAES holds a student to faculty ratio of 12:1, well below the university average of 19:1.
- 20 new CFAES faculty members will be hired in 2022.
- CFAES undergraduate students comprise 5% of the Columbus Campus' undergraduate population, ranking the college as the 5th highest enrollment unit at the University (out of 15 total units.)

6

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CFAES By the Numbers

Our faculty drive our students first philosophy. (CONTINUED)

- CFAES directly educates nearly 30% of Ohio State's students on the Columbus Campus at some point during their undergraduate careers.
- CFAES courses fulfill nearly every breadth category in the current General Education Curriculum.

7

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Spring 2022 Graduation Projections

- UATI: 108 Associate degrees
- UAGR: 302 Bachelor degrees
- UENR: 178 Bachelor degrees

8

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CFAES Awards and State of the College

If you were unable to attend or watch live visit:

- Awards
 - go.osu.edu/cfaes_awards
- State of the College
 - go.osu.edu/cfaes_soc



**2022
CFAES AWARDS**

AND

**2022
STATE of the COLLEGE**

9

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Teaching Highlights

- Sathya Gopalakrishnan, received the Alumni Award for Distinguished Teaching.
- FABE's graduate program recently ranking 10th among its peers within American universities according to the *U.S. News & World Report* 2023 edition of America's Best Graduate Schools.
- Brian Roe was selected as a 2022 Agricultural and Applied Economics Association ([AAEA](#)) Fellow, the association's highest honor.
- CFAES has taken an instrumental leadership role in the development and launch of the new General Education program, and the Office of Academic Affairs and the Council on Academic Affairs, have both expressed appreciation and admiration for that effort.

10

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Research Highlights

- Multimillion-dollar pilot watershed project in NW Ohio to address “How can we best preserve Lake Erie while maintaining agricultural productivity”
- FST and FABE are working with a new, innovative manufacturing technology to preserve food and beverages using wholesome, recognizable ingredients; no artificial preservatives; and reduced heat.
- CFAES will host and operate the ground-based ‘control lab’ for agricultural research aboard the Starlab – assisting in advancing in-space and terrestrial agriculture.
- \$1.2 million investment USDA to advance climate-smart agriculture – robotic irrigation systems that align nutrient application timing to a crop’s nutrient needs and improves irrigation efficiency, having high probability of impacting water quality and reducing evaporation.

11

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11

Extension Highlights

- USDA grant “Bridging the Gap for Agricultural and Rural Mental Health Training in Ohio” supports and enhance several initiatives addressing farm stress.
- Ohio Treasurer Robert Sprague is partnering with OSU Extension to advance and expand the use of the **Real Money. Real World.** financial literacy program statewide.
- We are partnering with organizations to provide outreach and technical assistance to underserved farmers and ranchers through a grant from the USDA.
- United in our purpose and mission with Apple we are bringing our Clovers CODE (Creating Opportunities Designed for Everyone) program to over 6,000 4-H youth in 44 counties.

12

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Strategic Alignment

go.osu.edu/strategicalignment

CFAES Collegewide Goals

- Student-First Philosophy
- Innovative Scholarship to Sustain Life
- Capacity Building of Our People and Communities
- Partner of Choice
- Resource Stewardship in a One-College Model

13

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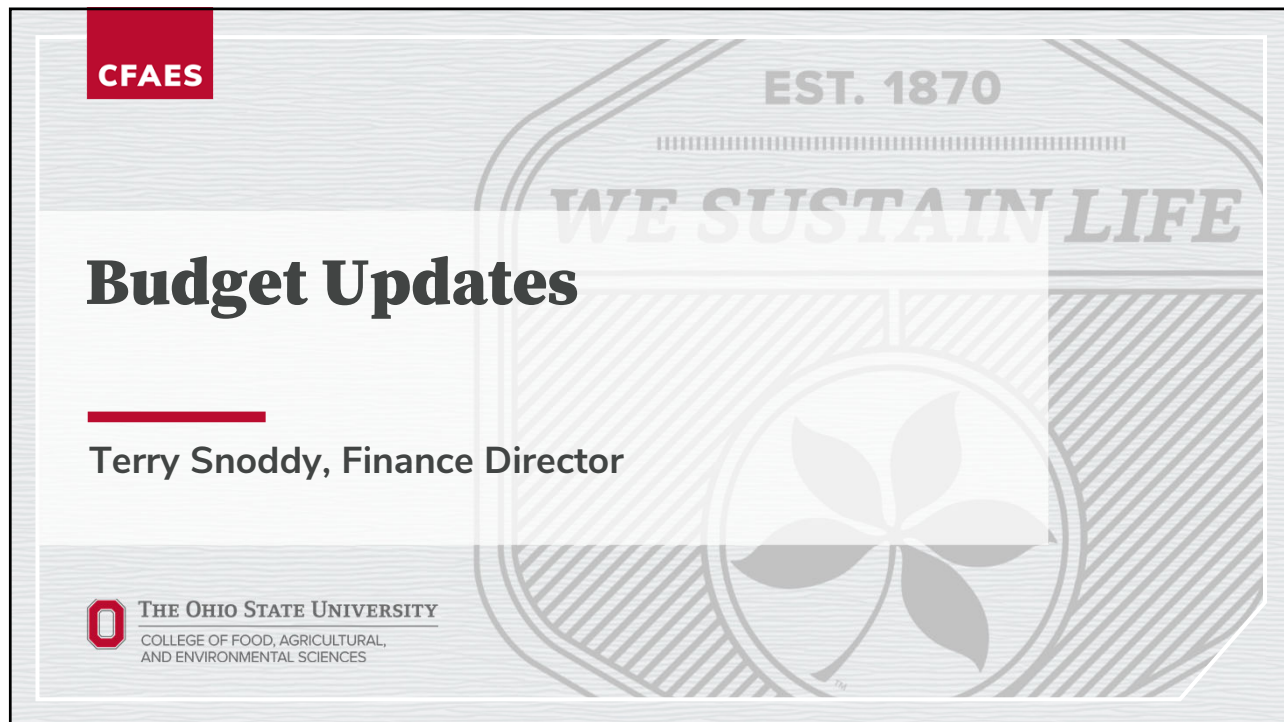
Leadership Searches

1. Associate Dean of Academic Programs
2. Director of School of Environment and Natural Resources
3. Interim Chair of Food Science and Technology

14

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14




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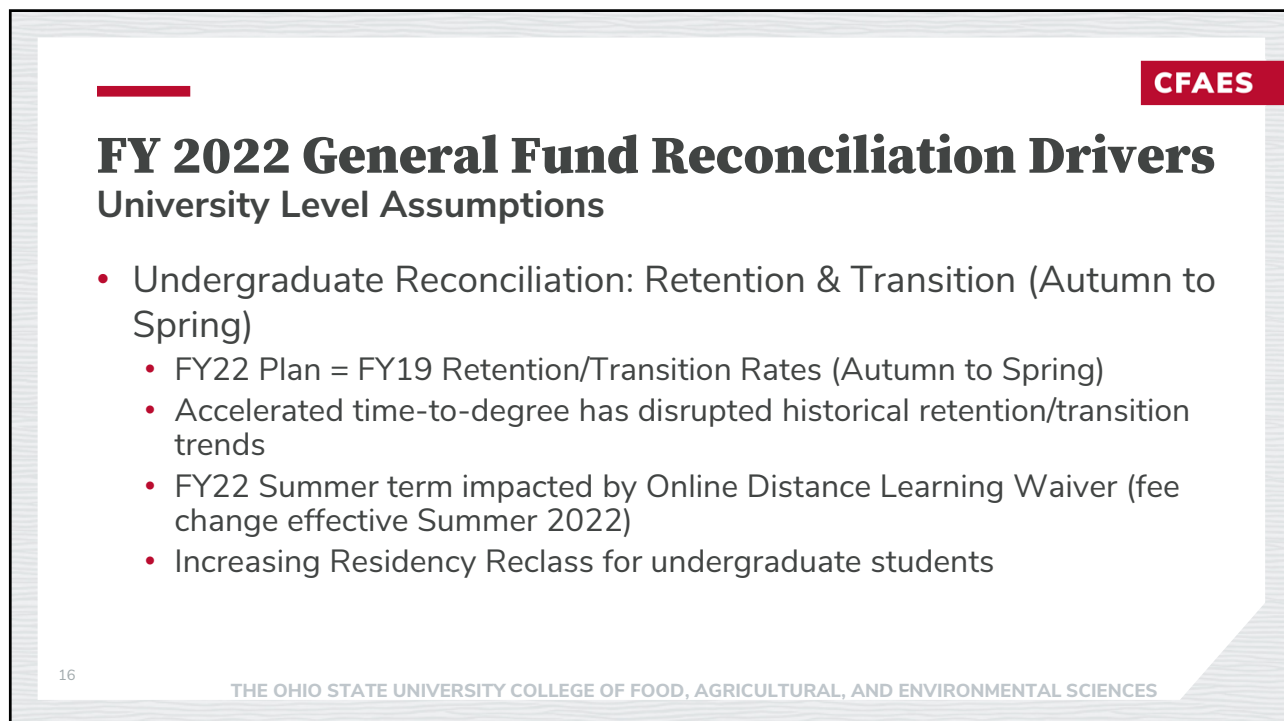
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Budget Updates

Terry Snoddy, Finance Director

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FY 2022 General Fund Reconciliation Drivers

University Level Assumptions

- Undergraduate Reconciliation: Retention & Transition (Autumn to Spring)
 - FY22 Plan = FY19 Retention/Transition Rates (Autumn to Spring)
 - Accelerated time-to-degree has disrupted historical retention/transition trends
 - FY22 Summer term impacted by Online Distance Learning Waiver (fee change effective Summer 2022)
 - Increasing Residency Reclass for undergraduate students

16

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16

FY 2022 General Fund Reconciliation Drivers

University Level Assumptions

- Graduate Reconciliation: Enrollment & Ohio Graduate Waiver Program
 - FY22 Plan = FY21 Graduate Retention/Transition Rates for Graduate/Ph.D.
 - Spring 2022 transition from Autumn was -1.8% below plan, or -170 FTEs
 - FY22 Plan for Ohio Graduate Waiver Program = \$5.0M, Actual Ohio Graduate Waiver Program = \$11.2M, resulting in -\$6.2M in lost revenue

17

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17

FY22 General Fund Reconciliation Impact

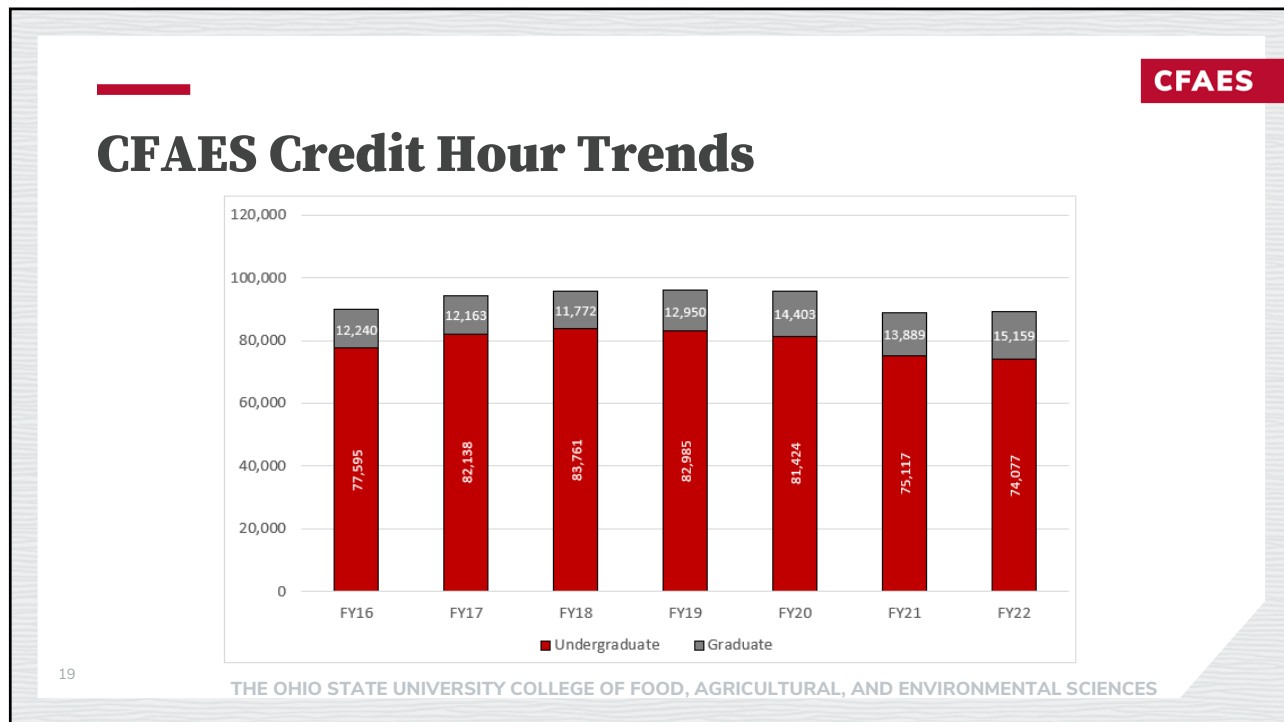
Undergraduate	(\$745,949)
Graduate	(\$515,584)
Total	(\$1,261,533)
UNIV Central Strategic Reserves	\$178,693
Net impact to CFAES	(\$1,082,840)

FY22 impact will be absorbed centrally in CFAES covered by general underspending in FY22

18

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19

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Planning for FY23

- Revenues
 - State and Federal capacity will see a minor increase of \$500,000
 - General Fund projection ~ \$2M reduction
 - Continued strength in Advancement and Grants/Contracts sources

Currently in planning cycle for FY2023
Funding portfolio diversification helps CFAES!

20

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Questions?

21

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Faculty Council Update

Eric Barrett, 2021-2022 Chair

Farnaz Maleky, 2022-2023 Chair (begins July 1)

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go.osu.edu/facultycouncil

- Representative List
- Bylaws – at end of CFAES POA
- Minutes

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— Bylaws Update

PROPOSED CHANGE #1
CURRENT - Article IV. A. 1. Regular FAC meetings will be held on the second Friday of September, November, and February, and the first Friday of May as scheduled by the Executive committee. A minimum of four meetings per year will be held.
PROPOSED CHANGE - Article IV. A. 1. Regular FAC meetings will be held a minimum of four meetings per academic year – two per semester - as scheduled by the Executive committee.

PROPOSED CHANGE #2
CURRENT - Article IV. A. 5. report from CFAES senators regarding the University Senate will be an agenda item.
PROPOSED CHANGE - Article IV. A. 5. A report from CFAES senators regarding the University Senate will be an agenda item at least once per semester.

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24

Voting

You will receive an email with details on voting through a Qualtrics link after today's meeting

25

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Current Concerns & Updates

- **DEI** – Responded to the action council's recommendations relating to areas where faculty feel are the most important to their roles in the college.
- **Budgets** – Continue to link representatives and department faculty on understanding budgets. Sharing ideas with administration and learning where faculty can give input.
- **Specific Issues** – The many changes within university systems have created challenges beyond our control. We continue to bring specific issues to administration so they can support our faculty.

26

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Current Concerns & Updates

- **Faculty Meetings** –
The change in format for today’s meeting is a result of you expressing your ideas of how our college faculty meetings could be better.
- **Shared Governance** –
Dean Kress gives us time every few weeks to discuss issues and concerns with faculty. Please let us know if we can help you on an issue.
- **Communication** –
Connect with us! See details of our agendas and minutes on the website. Invite us to visit with your departments.

27

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27

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DEI Climate Survey & Focus Group Update

Kathy Lechman, Assistant Dean and Director Diversity, Equity, and Inclusion



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28

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Climate Survey

Faculty and Staff

29

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29

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Faculty and Staff Climate Survey

Respondents:

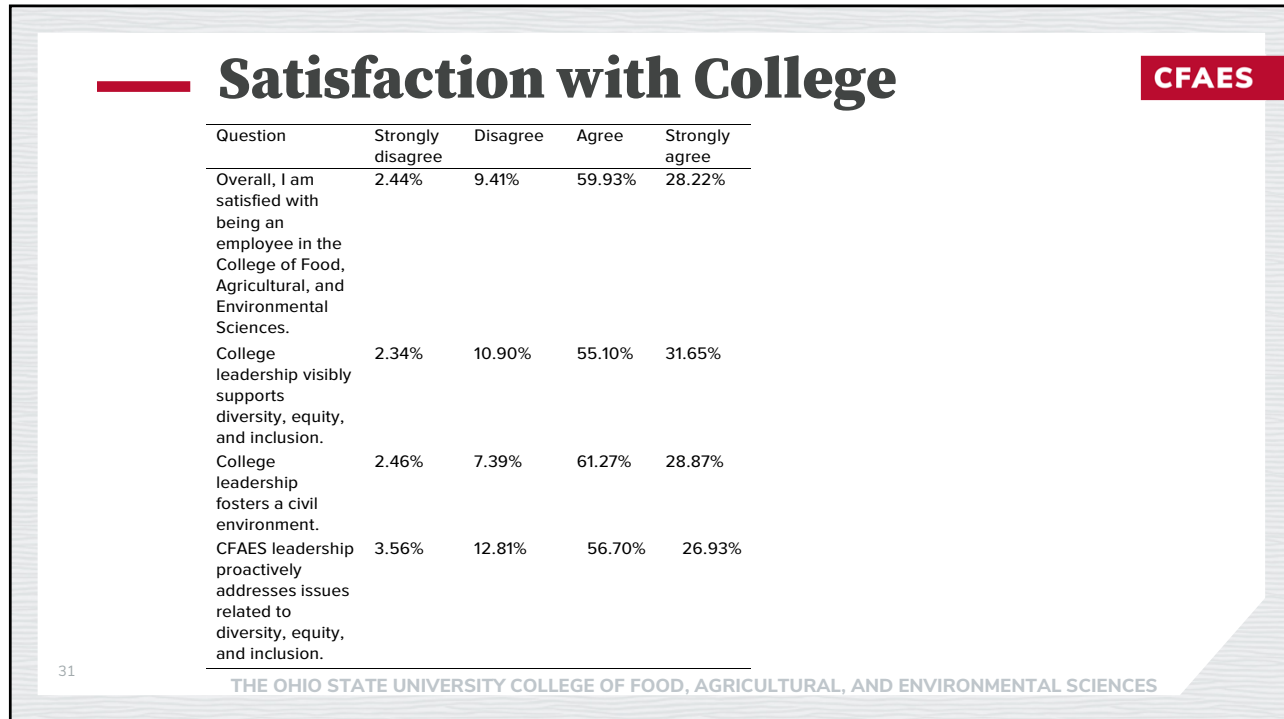
249 Faculty

768 Staff

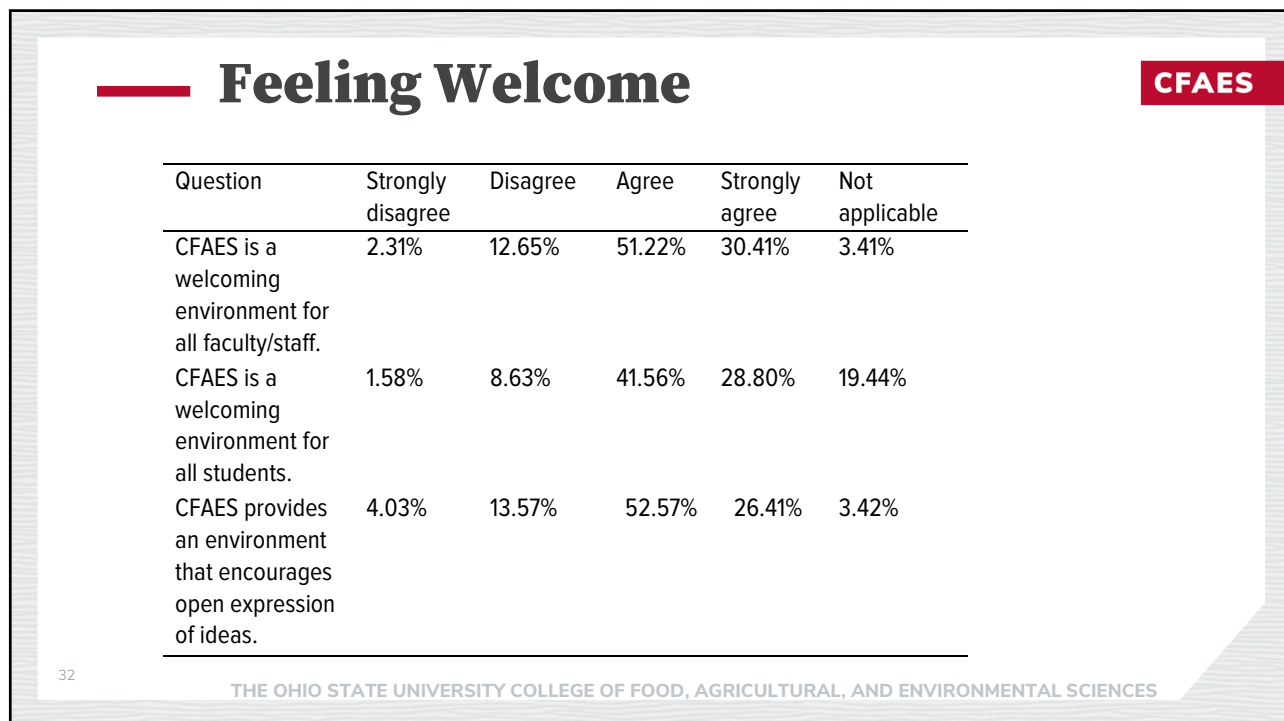
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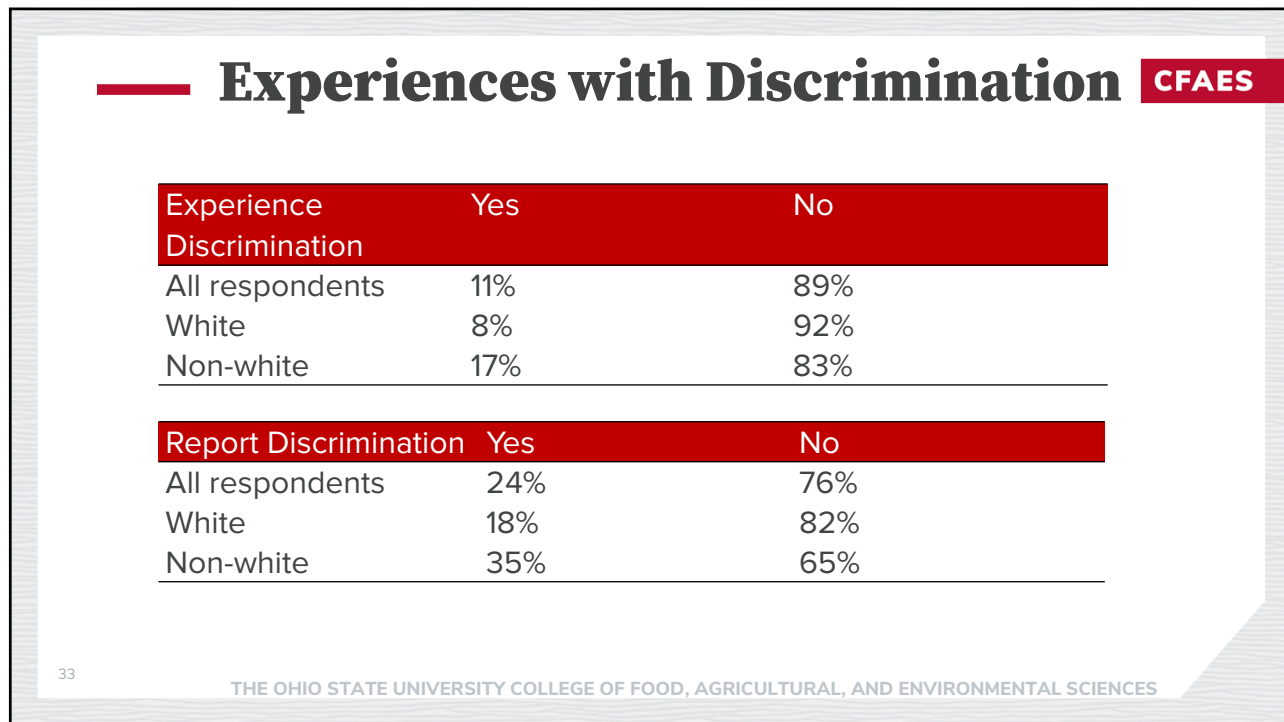
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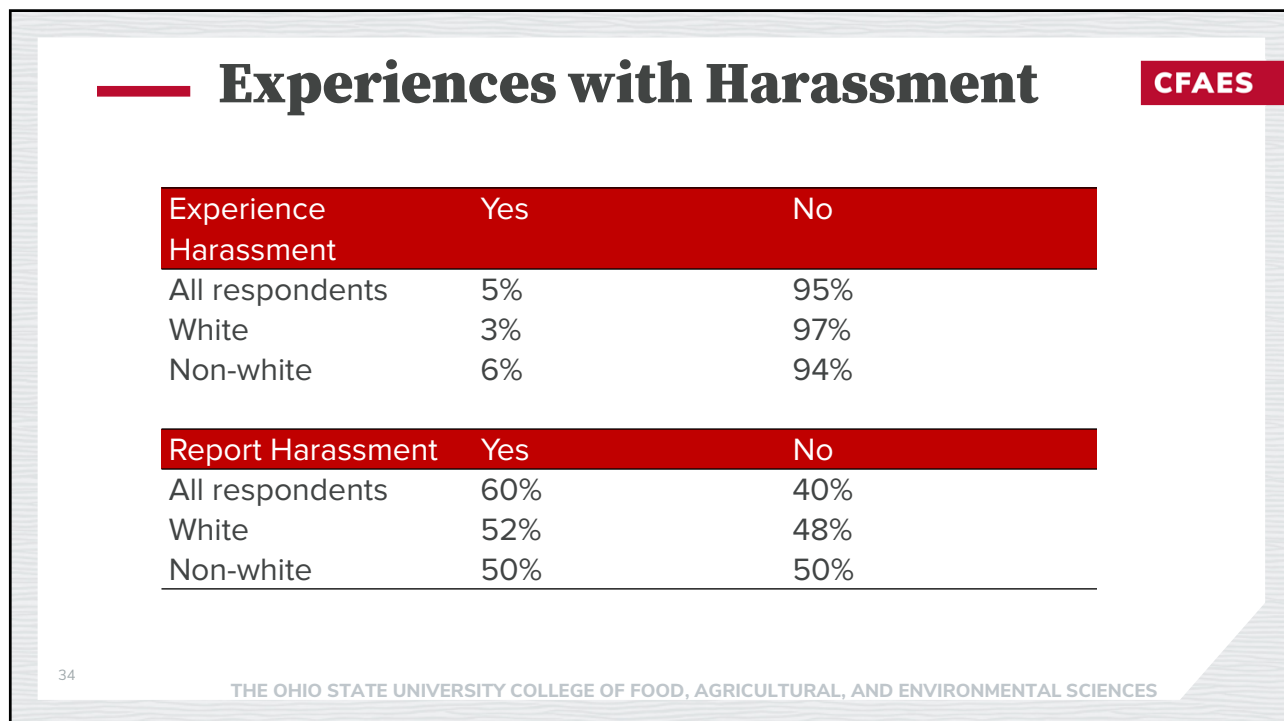
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32



33



34

What actions can we as a college take to build a diverse, equitable, inclusive and welcoming environment for all faculty, staff, and students?

35

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Open ended Question Themes

- Hiring, salary/pay equity, and retention (mentioned 112 times)
- Training, programming, networking (mentioned 91 times)
- Stakeholders and or funders limiting DEI, compensation for DEI work (mentioned 22 times)
- Other which included comments related to Workday and other concerns (69 statements)

36

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Faculty and Staff Focus Groups

37

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Faculty and Staff Focus Groups

- Both groups responded to the following questions
 1. What are your impressions of CFAES when it comes do diversity, equity, and inclusion?
 2. What creates an inclusive climate?
 3. How can the college demonstrate the there is value for DEI?
 4. What should we have asked that we did not?
- Some staff groups addressed additional questions
 - What would you like to tell the Dean?
 - What issues related to DEI are most important to you?

38

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Faculty and Staff Focus Group Q1 Themes

- What are your impressions of CFAES when it comes to DEI?
 - Majority agreed that we have good things in place and there is a desire to do better, but we need to do more.
 - Have seen increase in female leaders
 - Some felt that we were just engaging in performative or transactional activities but not changing culture.
 - Need to do targeted hires to increase URM faculty and staff

39

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Faculty and Staff Focus Group Q1 Themes

- Having strong ties to commodity groups and agricultural community was brought up numerous times as a possible detractor from moving DEI forward
- Concerns related to hiring practices that result in few URM faculty and staff hired
- Poor undergraduate student recruitment practices that do not reach URM students

40

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Faculty and Staff Focus Group Q2 Themes

- What makes an inclusive climate?
 - Feeling of safety and belonging
 - Seeing people who represent visible diversity
 - Having DEI infused into everything that we do-not as an afterthought
 - Recognizing contributions of all CFAES employees, staff as well as faculty
 - Having intentional conversations about DEI when making decisions at all levels

41

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41

Faculty and Staff Focus Group Q3 Themes

- How can the college demonstrate that there is value for DEI?
 - Administration being more vocal about DEI
 - Stronger outreach to HBCUs, HSI, Tribal Colleges, and urban public high schools
 - Value DEI work in the P&T process
 - Addressing DEI tax often placed on URM and female faculty
 - Value staff as much as faculty
 - Broaden stakeholder groups

42

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42



43

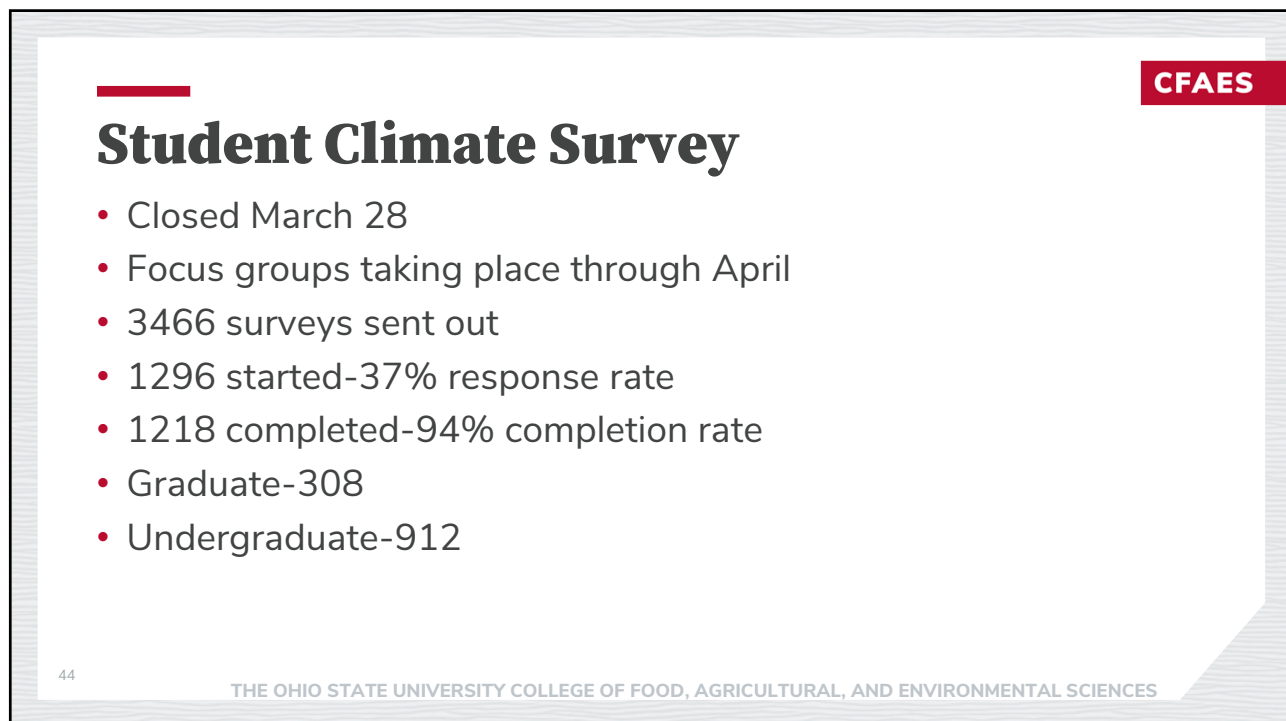
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Climate Survey

Students

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43



44

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Student Climate Survey

- Closed March 28
- Focus groups taking place through April
- 3466 surveys sent out
- 1296 started-37% response rate
- 1218 completed-94% completion rate
- Graduate-308
- Undergraduate-912

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44

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Departmental Audits

45

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Departmental Audits

- Compromise based on student demands for an external audit developed from a variety of resources and literature
- Each unit was provided data on the demographics of faculty, staff, and students including salary and years of service for faculty and staff
- Units were asked to address
 - What groups are underrepresented for their department
 - Hiring practices within the department
 - How pay equity is achieved/maintained

46

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Departmental Audits

- Promotion and tenure
- Onboarding of new faculty
- Same questions were addressed for staff
- Students
 - Recruitment and retention strategies
 - Types of support available to students including mental health services
 - Approach to ensuring the curriculum is reflective of diverse perspectives

47
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Departmental Audits

- General Questions
- How is the importance of DEI communicated to faculty, staff, and students in your department/unit?
- How are goals related to DEI incorporated into the department/unit's strategic plan?
- How does the department/unit ensure DEI is addressed during performance reviews?
- Does the department/unit have a DEI committee or council?
 - If yes, what is the composition and how do they function within the department/unit?

48
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48

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Student Initiatives

49

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Student Initiatives

- Friday, August 17, one-day on-campus retreat in partnership with Academic Programs for incoming freshmen, transfer students, and campus change students.
- September 8, Columbus Welcome Back Event-Wooster TBD
- Autumn semester workshops
 - Preparing for a job fair
 - Applying to graduate school
 - Time management

50

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Student Initiatives

- Hosting MANRRS regional conference-November 4-5, 2022
- Visiting Cuyahoga County extension office with tour of urban farming, Spring 2023

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Professional Development

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Faculty and Staff Professional Development

- Continuation of open workshops
- On demand, in-house delivery of existing workshops
- Customized workshops
- CFAES Diversity, Intercultural and Community Engagement (DICE) Certificate
- CFAES Speaker Series

53

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Contact Information

- Kathy Lechman, Lechman.1@osu.edu
- Tiffany Halsell, Halsell.5@osu.edu
- Leo Taylor, taylor.3408@osu.edu
- Laura Akgerman-AgrAbility, Akgerman.4@osu.edu
- Julie Strawser, FSA/DEI Program Coordinator,
Strawser.35@osu.edu

54

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Questions?

55

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Faculty Affairs Update

Tracy Kitchel, Senior Associate Dean and
Director of Faculty and Staff Affairs

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56

Recent Faculty Awards and Honors (since December 2021)

- Nora Bello (with North Central Coordinating Committee 170), American Society of Agronomy, Presidential Award
- Amanda Raines, ESP North Central Region, Early Career Service Award
- Travis West, ESP North Central Region, Distinguished Service Award
- Greg Davis, ESP North Central Region, Continued Excellence Award
- Eric Barrett, ESP North Central Region, Visionary Leadership Award
- Jackie Wilkins and Steve Neal, FSLI Fellows
- Brian Roe, Agricultural and Applied Economics Association (AAEA) Fellow
- Rattan Lal, Board for International Food and Agricultural Development (BIFAD) Appointee
- Ben Bohrer, American Society of Animal Science – Midwest, Outstanding Young Researcher Award
- Nicole Debose, National Urban Extension Conference, NUEL National Leadership Award
- Sathya Gopalakrishnan, OSU Alumni Award for Distinguished Teaching
- Shoshanah Inwood and Nicole Wright (with OH, MD, DE Team) National Health Outreach Conference, National Priester Award for Community Programming

57

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New Faculty (since December 2021)

- Steve Brady, Extension
- Shari Gallup, Extension
- Ashley Leach, Entomology
- Tim McDermott, Extension
- Osler Ortez, Horticulture and Crop Science
- Jo Peacock, School of Environment and Natural Resources
- Dominic Petrella, ATI

58

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Recent Retirements

(January – April 2022)

- Harold Watters, Extension, 1/5/22
- Daral Jackwood, Animal Sciences, 1/31/22
- Robert Agunga, ACEL, 4/30/22

59

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Faculty Searches Underway or Complete 2021-2022

Agricultural Communication, Education, and Leadership

- Agricultural Communication

Agricultural, Environmental and Development Economics

- Regional Economics

Animal Sciences

- Poultry Nutrition
- Ruminant Physiology
- Precision Livestock (split with FABE)
- Poultry/Avian Diseases

Entomology

- Forest Entomology
- Turfgrass Health (split with Plant Pathology)

School of Environment and Natural Resources

- Environmental and Natural Resources Education
- Ecological Forestry and Restoration

Extension

- Agronomic Crops Field Specialist
- Carbon Management Field Specialist
- Climate Field Specialist
- Dairy Management and Precision Livestock Field Specialist
- Farm Management Field Specialist

Food, Agricultural and Biological Engineering

- Agricultural Water Management
- Agricultural Systems Management
- Construction Systems Management
- Watershed Modeling

Horticulture and Crop Science

- Plant Biology and Director of the Ornamental Plant Germplasm Center
- Sustainable Greenhouse Nursery Systems
- Sustainable Turfgrass Systems
- Urban Food Systems Horticulturist
- Plant Bioengineering and Synthetic Biology

60

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61



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62


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University Senate Updates

Annie Specht, Associate Professor and Undergraduate Program Coordinator, Agricultural Communication

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63

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University Senate Updates

- Resolutions on HB616 and HB 327 and support for Ukraine
- Rules changes
 - Steering committee makeup
- Productivity and technology
 - Workday
 - Microsoft Outlook
 - Digital Flagship
- Updates on Innovation District

64

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64

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Questions?

65

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65

A presentation slide with a light blue background and a dark blue border. In the top right corner, there is a red rectangular box with the white text "CFAES". The word "Adjourn" is written in a large, bold, black serif font in the center of the slide. Below it, the text "(Faculty involved with Hatch Reporting, please stay)" is written in a smaller, black, sans-serif font. At the bottom left, the number "66" is displayed. At the bottom center, the text "THE OHIO STATE UNIVERSITY COLLEGE OF FOOD, AGRICULTURAL, AND ENVIRONMENTAL SCIENCES" is written in a small, grey, sans-serif font.

CFAES

Adjourn

(Faculty involved with Hatch Reporting, please stay)

66

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CFAES

EST. 1870

Hatch Reporting Update

**Anne Dorrance, Associate Dean and Director, CFAES
Wooster Campus; Associate Director Ohio Agricultural
Experiment Station**

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67

CFAES


Thank you

- Linda Michel – michel.37@osu.edu
 - NIFA Reporting

- Loren Harper – harper.202@osu.edu
 - Multi-States Projects - Schedule E
 - Request funds for travel (50%)



Linda Michel



Loren Harper

68

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68

CFAES

Annual reporting for Research

- Everyone who has a research appointment
- USDA NIFA HATCH/McIntyre-Stennis/MultiState Reporting
 - <https://nifa.usda.gov/to/pow-nifa-reporting-system>
 - Multi-state Research Project (NC, W, S, NE)
 - <https://www.nimss.org/>



69

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69

CFAES

Reporting Dates for Remaining of 2022

Reports	Dates	NIFA Submission/Deadline
New Hatch/Hatch Renewal Proposals	Internal Review – July 1	September 30
Multi-state Committees (including ERA)	Prior to Annual Meeting	Within 60 days of annual meeting
Multi-state – no Hatch	Add to NIFA system – May 15th	
Annual Progress Report Hatch McIntyre Stennis Multistate - Research	Internal Review – December 1	January

70

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70