

CFAES

EST. 1870

WE SUSTAIN LIFE

2023 Fall CFAES All-Faculty Meeting

Vice President and Dean Cathann Kress Presiding



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Agenda

- Updates from Dean Kress and Announcement of Distinguished Professors of FAES (15 min)
- Ag Tech Innovation Hub Update – Gary Pierzynski (5 min)
- Faculty Affairs Update – Senior Associate Dean Kitchel (10 min)
- Faculty Affairs Questions (10 min)
- FAC Update – Brent Sohngen (10 min)
- FAC Questions (5 min)
- University Senate Update – Representative (10 min)
- University Senate Questions (5 min)
- Student Recruitment Update – Associate Dean Ann Christy (10 min)
- Student Recruitment Questions (10 min)
- Adjourn

Housekeeping

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

Our Momentum

**Cathann Kress, Vice President for Agricultural
Administration and Dean of CFAES**



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Students

Our “students first” philosophy has us leading all other OSU colleges in student success metrics across all categories.



Buckeye Agricultural Leadership Pathways (BALP)

In Autumn 2023, first-year enrollment in the agriculture-related majors that were part of this pilot experienced a 45% increase. Across the college, including programs not part of the pilot, we saw a 16% increase in first-year enrollment.



Faculty

Since 2022, we have welcomed almost 50 new faculty members with over 20 more searches underway.



Research

CFAES was one of eight colleges that saw a 20% increase or more in research expenditures from FY21 to FY22.

\$52M

Research Expenditures

Sponsored Programs
895 Active Projects

New Invention Disclosures by Type

1	Software
3	Research Tools
27	Technology
28	Plant Variety



Intellectual Property

	New Innovators	29
	Patent Filings	26
	Patent Approvals	1
	Active Startups	7
	Invention Disclosures	59

OSU Extension

OSU Extension expanded its network of learners, educating over 2.5 million Ohioans across the lifespan with over 1 million learners engaged virtually.



Fundraising

We surpassed our Time and Change: The Ohio State Campaign fundraising goal of \$225 million, and in 2022, received gifts from over 11,300 donors with over 1,200 being new donors.



Facilities

Our physical spaces have also experienced significant change, especially at the Waterman Agricultural and Natural Resources Laboratory, located just across Lane Avenue from Carmenton, OSU's innovation district.



Partnerships

We strive to enter partnerships that are enduring rather than transactional - increasing opportunities for meaningful participation from stakeholders and alumni and creating additional pathways for lifelong learning.



2023-2024 Distinguished Professors of FAES

Cathann Kress, Vice President for Agricultural Administration and Dean of CFAES



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES



Jeffrey Firkins

Professor, Department of Animal Sciences
and CFAES leader for the Ohio State
University Nutrition (OSUN) program

firkins.1@osu.edu



Chieri Kubota

Professor, Department of Horticulture and Crop Science and Director of the CFAES Ohio Controlled Environment Agriculture Center

Kubota.10@osu.edu



Lingying Zhao

Professor and Associate Chair of
Research, Department of Food,
Agricultural and Biological Engineering

zhao.119@osu.edu

Ag Tech Innovation Hub Update

**Gary Pierzynski, Associate Dean for Research and
Graduate Education**



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

AgTech Innovation Hub

2024 – 2025 RFP

Aims to encourage the development of new solutions that will help the agricultural ecosystem while better understanding, managing and mitigating climate risk.

Questions? Contact Kim Winslow.52

Release date:

Early December

Letters of Interest due:

2/5/2024

go.osu.edu/agtechnationwide





Faculty Affairs Update

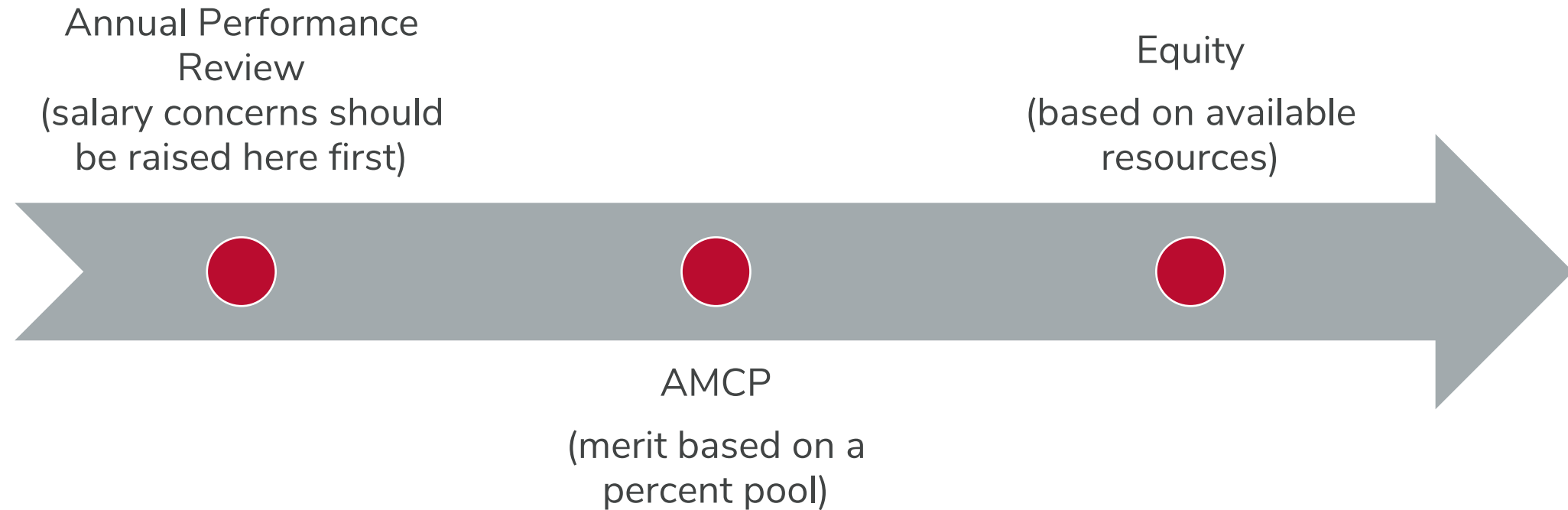
**Tracy Kitchel, Senior Associate Dean and Director of
Faculty and Staff Affairs**



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Reviews and Salary Adjustments



University Faculty Equity Project

Mercer Faculty Equity Project

- Reviewing faculty salaries against peer/aspirational universities to ensure we are with 15% of the average of this peer/aspirational group
- University analysis did not include Extension, ATI or any faculty with an old OARDC location tag in Workday (aka CFAES Wooster academic department faculty)
 - Department of Extension and ATI do not have clear comparable universities (very unique TIUs)
 - We have calculated for our OARDC location tagged faculty
- Cost: Estimating around \$75,451 (an additional \$104,909 for “OARDC” tagged)
- Status: January 1 Implementation

CFAES Equity Salary Review: Faculty

- Faculty equity raises recommended for approval totaled **\$151,561** across 24 positions in the TIUs except for ATI and Extension
 - Excluding Mercer and OARDC locational tag faculty: **\$62,445**
- ATI and Extension Requested Only (Not Part of College Faculty Pool): **\$62,445**
- Funding (planned) set aside from the faculty salary pool
- Status: January 1 Implementation with the Mercer Project

A Note About Equity

- Equity (consistency) is not the same as equality (sameness)
- Types
 - **Within ranks or bands** (from person to person)
 - Most intricate of review
 - Looks at issues that can come about from things like initial offer or retention negotiations
 - **Compression within ranks/bands**
 - Is there appropriate variance between those in year 1 versus year 6 of a rank/band?
 - **Compression across ranks/bands**
 - For example, we have a few TIUs with little variance from assistant to full professors
 - **Across comparison/competition groups outside of the university**
 - Mercer is a specific review of this type of equity
- Some of these types are tied together
- Each department/unit has differing levels of equity across these types
- Equity should not be used to correct past performance issues
- When we know someone is not aligned, we should not anchor to such outliers

Equity Salary Review: Staff

- 45 requests received and currently under review
- Academic departments/TIUs cover increases from their budgets
- Central units cover increases from the college budget
 - Over time, we'll need to keep an eye on managing this as we look at replacing positions

Recent Faculty Awards and Honors

(since April 2023)

- Elena Irwin, OSU Distinguished University Professor
- Patrick Sours, OSU Provost's Award for Distinguished Teaching by a Lecturer
- Mary Rodriguez and Emmanouil Chatzakis, OSU Provost's Midcareer Scholars: Scarlet and Gray Associate Professor
 - First class of S&G Associate Professors at Ohio State
- Gönül Z. Kaletunç, Fulbright U.S. Specialist Award to Slovenia
- M. Mónica Giusti, Institute of Food Technologists Fellow
- Shannon Washburn, American Association for Agricultural Education (AAAE) Senior Fellow
- Susie Whittington, AAAE Annual Conference Distinguished Speaker
- Annie Specht, AAAE Distinguished Agricultural Communications Educator
- Justin Pulley, Amanda Bowling, Dee Jepsen, and Tracy Kitchel, AAAE Distinguished Conference Manuscript

Recent Faculty Awards and Honors cont'd

(since April 2023)

- Amanda Bowling, Hannah Parker, Erica Summerfield, Colby Gregg, and Annie Specht, AAAE, 1st Place People's Choice Innovative Poster
- Shoshanah Inwood, Agriculture Food & Human Values Society Excellence in Scholarship Award
- David Apsley, Ohio Department of Natural Resources Cardinal Award
- Maurice Eastridge, American Dairy Science Association (ADSA) Fellow
- Maurice Eastridge, ADSA Outstanding Chapter Advisor
- Bill Weiss, ADSA, Ruminant Nutrition Symposium and Reception in honor of his contributions
- Karen Mancl, American Society of Agricultural & Biological Engineers Fellow
- East Palestine Response Team - Haley Shoemaker, Jeff Hattey, Devin Peterson, Adam Ward, Heather Raymond, Matt Teegarden, Maurice Eastridge, Dee Jepsen, Jason Hartschuh, Michael Bisesi, Eric Barrett, Sam Custer, CFAES Spirit of the Land Grant Award

Recent Faculty Awards and Honors cont'd

(since April 2023)

- Gary Pierzynski, American Society of Agronomy (ASA) Distinguished Service Award
- Sally Miller, International Society of Plant Pathology Fellow
- Anne Dorrance, Soy2023 Biennial Conference William J. Morse Career Achievement Award
- Pierce Paul, Mycotoxicology Subject Matter Committee, 2023 Annual Meeting of the American Phytopathological Society Most Mycotoxic Member
- Jackie Wilkins, Women We Admire - Top 50 Women Leaders of Ohio for 2023
- Judit Puskas, University of Szczecin in Poland Honorary Doctorate
- Rattan Lal, Clarivate 2023 Highly Cited Researcher
- Katrina Cornish, American Chemical Society Rubber Division 2024 Charles Goodyear Medal

New Faculty (April 2023 – November 2023)

Agricultural, Environmental, and Development Economics

- Amy Ando
- Chen-Ti Chen
- Anne Fitzpatrick
- Jared Grant
- Alex Hollingsworth

Animal Sciences

- Rafael Domingues
- Talita Pilar Resende
- Ramon Zegpi Lagos

Entomology

- Sam Ward,
- Shaohui Wu (with Plant Pathology)

Extension

- Cynthia Canan
- Logan Minter
- Asmita Murumkar
- Garth Ruff

Food Agricultural and Biological Engineering

- Lorryne Miralha

Food Science and Technology

- Mary Kay Pohlschneider

Horticulture and Crop

- Laura Deeter
- Alyssa Essman
- Yu Ma
- Radin Sadre
- Florence Sessoms
- Fernanda Souza Krupek

School of Environment and Natural Resources

- Jim Ippolito
- Natasha Myhal
- Manbir Rakkar

Recent Retirements

(April 2023 – November 2023)

- Gary Graham, Extension, 6/30/23
- Douglas Doohan, Horticulture and Crop Science, 7/31/23
- Teresa Lanker, ATI, 8/31/23
- David Apsley, Extension, 8/31/23
- Anne Dorrance, Plant Pathology, 8/31/23
- Karen Mancl, Food Agricultural and Biological Engineering, 8/31/23

Faculty Searches Underway

From previous years and the current 2023-2024 cycle

Animal Sciences

- Precision Livestock (with FABE)
- Poultry Nutrition (hire starting January 2024)
- Dairy Nutrition (hire starting January 2024)
- Food Safety and AMR (hire starting January 2024)
- Animal Genetics (hire starting January 2024)
- Animal Welfare Science (hire starting December 2023)

Entomology

- RAISE Urban HERO - Urban Insect Ecology (hire starting August 2024)

School of Environment and Natural Resources

- Ecological Forestry and Restoration
- Stream and Wetland Ecology
- Professor and Director

Extension

- RAISE - OSU Urban Extension: Equitable Engagement for Equitable Opportunity
- Urban Ag Field Specialist

- Forestry Field Specialist

Food, Agricultural and Biological Engineering

- Agricultural Systems Management (hire starting January 2024)
- Construction Systems Management
- RAISE Urban HERO - Sustainable and Equitable Urban Environmental Engineering
- Biological Engineering and Entrepreneurship
- Renewable Polymer Engineering/Chemical Sciences

Food Science and Technology

- Enology and Fermentation (with HCS)
- Food Engineering (with FABE)

Horticulture and Crop Science

- Weed Ecology (hire starting January 2024)
- Specialty Crops Weed Science and Management
- Forage Systems

Plant Pathology

- Vegetable Pathology

Faculty Search Summary

- 3 positions approved from the academic department 2023-2024 annual submission process, 3 additional with contingencies
- 3 Department of Extension faculty positions (outside the career ladder process) currently in search process
- 10 ongoing searches from 2022-2023 or earlier.
- 8 completed searches from previous years with new hires starting between now and August 2024
- 7 new faculty in Department of Extension between November and January

Faculty by the Numbers

- 324 regular faculty and 74 lecturers as of November 1
- Historical perspectives of growth
 - 318 regular faculty as of April 1
 - 10 faculty left or retired between then and August 31
 - 308 “non-new” faculty in August
- Future growth
 - 7 new faculty in Department of Extension in January
 - 7 new faculty in academic departments in December/January
 - 23 searches approved in a previous year or years and still open

POA and APT Revisions

- Voting on substantive items was complete in May
- Revision were sent to OAA on June 30
- Received initial feedback in September
 - Delay in response from OAA due to SHIFT implementation
 - Subsequent require changes to faculty appointment processes due to SHIFT
- Since then, some back-and-forth on minor changes
- Documents approved November 30, 2023
- There will be a few changes to be voted upon in the faculty bylaws
 - Those require a vote of the faculty

Questions?

Faculty Advisory Council (FAC) Update

Brent Sohngen, CFAES FAC Chair



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Who/What is FAC?

- “The College of Food, Agricultural, and Environmental Sciences (hereafter CFAES) Faculty Advisory Council (hereafter FAC) will serve as the principal faculty advisory group to the Vice President for Agricultural Administration and Dean of CFAES (hereafter VP/Dean). The FAC will be the primary agency for full faculty participation in the governance of CFAES.”
- Membership:
Brent Sohngen (Chair/AEDE), Susan Zies (Vice-Chair/Ext-SC), Mary Kay Pohlschneider (Acting Past-Chair/FST), Zack Matesich (Sec/ATI), Nora Bello (An Sci), Reed Johnson (Ent), Dee Jepsen (FABE), Josh Blakeslee (HCS), Emily Marrison (Ext-NE), Greg LaBarge (Ext-State), Joe Boggs (Ext-W), Enrico Bonello (PP), Kristi Lekies (SENR).

What does FAC do?

- Act as official liaison between administration and faculty
- Advise VP/Dean on CFAES programs and budgets
- Make recommendations to VP/Dean for college committees
- Assist VP/Dean in conducting faculty meetings.

How do we do it?

- Regularly interact with Tracy Kitchel.
- Invite various college administrative folks to visit with us.
- Executive council meets with the Dean three times a semester.

Things we are working on this year...

- Roundtable issues →
 - Availability of space, including land, deferred maintenance, Framework 3.0
 - Extension leadership
- Faculty salary equity
 - Have new data and historical data in hand. Will analyze and report to colleagues at spring meeting. Considering equity, compression, and other salary questions.
 - The FCBC salary report indicates that OSU-wide salaries declined compared to other BIG and AAU public institutions.
 - University salary goal is to get faculty above 85% of the mean for their profession, rank, experience, etc.
 - Data from Mercer report is not available to us.

Things we are working on this year...

- Space
 - After space concerns were brought up by many FAC members at our fall roundtable discussion, we met with Graham Cochran to get an idea about how the college is addressing space and maintenance issues.
 - We are not investing in our infrastructure at the level we need to, so deferred maintenance continues to get deferred, and problems continue emerging.
 - Trying to address priorities in the most equitable way possible.
- Enrollment
 - How can faculty help improve the enrollment numbers in the college?
 - FAC will discuss in Spring, hopefully with Ann Christy who has agreed to meet with thus, pending finding a compatible date/time.
- Interfolio....

Questions?

OSU Senate Report

Emily Buck, University Faculty Council Senator



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

CFAES University Senate

Dean Cathann Kress	Kress.98@osu.edu
Carol M. Anelli	anelli.7@osu.edu
Enrico Bonello	bonello.2@osu.edu
Emily Buck	buck.210@osu.edu
Lyda Garcia	garcia.625@osu.edu
Subbu Kumarappan	kumarappan.1@osu.edu
Melvin Pascall	pascall.1@osu.edu
Mary T. Rodriguez	rodriguez.746@osu.edu

Standing Committees

- Academic Affairs (CAA)
- Academic Freedom and Responsibilities
- Academic Misconduct (COAM)
- Athletic Council
- Committee on Academic Technology
- Diversity Committee
- Enrollment and Student Progress (CESP)
- Evaluation of Central Administrators
- Faculty Compensation and Benefits
- Faculty Hearing
- Fiscal
- Graduate Associate Compensation and Benefits
- Honorary Degrees
- Intellectual Property, Patents, and Copyrights
- Library Committee
- Physical Environment
- Research
- Rules
- Student Affairs
- Steering

Major Issues Discussed

- SB 83- Died in the house
- SCOUTS's College Admission decision
- Online Education and technology
- Framework 3.0

Please Connect

Carol M. Anelli	anelli.7@osu.edu
Enrico Bonello	bonello.2@osu.edu
Emily Buck	buck.210@osu.edu
Lyda Garcia	garcia.625@osu.edu
Subbu Kumarappan	kumarappan.1@osu.edu
Melvin Pascall	pascall.1@osu.edu
Mary T. Rodriguez	rodriguez.746@osu.edu

Questions?

CFAES

EST. 1870

WE SUSTAIN LIFE

CFAES Enrollment Initiatives

Ann Christy, Associate Dean for Academic Programs



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Enrollment Team

Ann Christy: associate dean & director for academic programs

Kris Boone: assistant dean & director for ATI

Jill Hampshire: director for undergraduate recruitment and enrollment

Yolanda Owens: pathways & partnerships strategist





College attendance outlook

- 2025 enrollment (demographic) cliff
- Nationwide decline in percentage of high school graduates attending college; even lower in Ohio (down 66% vs. 49%)
- Ongoing questions regarding the value of higher education



SEARCH

FORTUNE

Subscribe Now

Home

News

Tech

Finance

Leadership

Well

Recommend

Fortune 500

SUCCESS · EDUCATION

The labor shortage is pushing American colleges into crisis, with the plunge in enrollment the worst ever recorded

BY COLLIN BINKLEY AND THE ASSOCIATED PRESS

March 9, 2023 at 5: Screenshot



MOUNTAIN STATE
spotlight

News

Topics

About us

EMAIL SIGN-UP

DONATE



NEWS

WVU's Board of Governors has approved budget cuts. Here's what to know

Over protests from students and professors, the West Virginia University Board of Governors approved cutting dozens of degree programs and laying off 143 faculty to help fix a \$45 million budget shortfall.



The New York Times



Illustration by Sean Dong

Americans Are Losing Faith in the Value of College. Whose Fault Is That?

For most people, the new economics of higher ed make going to college a risky bet.

An aerial photograph of a university campus. In the upper left, there is a large, light-colored building with a flat roof and many windows. To its right is a parking lot filled with various cars. In the foreground and middle ground, there is a large, well-maintained garden with several rectangular and irregular flower beds. These beds are filled with a variety of colorful plants, including purple, yellow, red, and white flowers. A paved walkway runs through the garden. In the background, there are more trees and a clear sky.

How do faculty roles overlap with enrollment?

Our faculty responsibilities:

- **Classroom Teaching** (includes educating our students, but also recruiting to get those students)
- **Extension Teaching**
- **Research**
- **Service**

Buckeye Agricultural Leaders Pathways (BALP) Initiative

A collaboration between the CFAES and OSU's Office of Strategic Enrollment Management

Phase 1: Tested ways to increase enrollment within CFAES (AU 23)

Phase 2: Continued pilot, removed some 1st phase constraints (AU 24)

- ✓ Focus on **1st-year applicants**
- ✓ Focus on **under-subscribed majors** in AGR (15), ENR(2), FABE
- ✓ Prioritize **early admission** and scholarship notification
- ✓ Consider **FFA** and **4-H** participation in review of student applications

Autumn 2023

CFAES

Enrollment: New 1st Year Students

	Apps	Admits	Paid Acceptance Fee	Enrolled	Yield = E/Admit %	Change in 1 st year enrollment vs 2022 (%)
UAGR	1658	766	211	187	24.4%	26.4%
UENR	882	483	113	95	19.7%	-7.8%
UENG (FABENG)	55	35	20	19	54.3%	137.5%
BALP 1.0 majors (UAGR & UENG)	1713	801	231	206	25.7%	45.1%
UATI 1st choice	284	279	209	183	65.6%	---
UATI option	300	300	55	43	14.3%	---
UATI total completed	584	579	264	226	39%	7.6%
CFAES Total	3179	1863	608	527	28.3%	16.2 %
OSU Columbus campus overall					22.5%	---

Applications: New 1st Year Students

(data as of Nov. 20, 2023)

	Applications	Change % vs same date 2023	Early action completion	Change % vs same date 2023
UAGR	1362	9.0%	1164	14.6%
UENR	728	11.3%	653	17.7%
UENG (FABENG)	34	-20.9%	30	-11.8%
BALP 2.0 majors (UAGR & UENR & UENG)	709	26.2%	600	33.0%
UATI	187	68.5%	n/a	n/a
CFAES Total	2332	15.6%	---	---



How can you help increase enrollment?

- 1. Promote both CFAES Columbus & CFAES Wooster ATI and help course coordination for campus changers**
- 2. Support the work of your unit's recruitment lead**
- 3. Help attract potential students to your major**
- 4. Assist with efforts to increase yield of admitted students**
- 5. Work together on building and maintaining curricular connections (2+2, 2+3) with Columbus State (our primary transfer partner)**



**Thank you for
helping grow our
student numbers!**



Questions?