**Joint COPS Meeting – July 19th San Antonio Texas**

Present: Kelli Millenbah, Cindy Akers, Lona Robertson, Cynda Clary, Susan Sumner, Wendy Fink, John Stier, Elaine Turner, David Shintani, Carolyn Crokel, Gary Blair, Charles Boyer

Minutes from March 2016 were approved with minor edit to be sent by John Stier.

1. ESCOP Diversity Task Force and Research Leadership – Charles Boyer provide an update on the ESCOP Diversity Task force chaired by Karen Plaut, Purdue University. The group was working 6 months on this project. Main questions are as follows : Where are we in leadership research diversity? How to create leadership diversity in pipeline? And, What can we do to increase diversity? The task force group broke their charge into three sections.

-Recruitment and mentoring

-System integration

-Training

The task force wants to highlight best practices and building these into discussions. Leadership needs to focus on this is topic as this is important it will not move forward without focus on the topic.

Good example, Western region R/T/E meeting focused a pre-session focused on tribal students and how they got to the university. A good group from extension and ES attended example.

Beyond training – group identified the need to provide/seek resources to support grad assistants and allocate faculty resources.

Recommendation to move forward. Create a permanent research section – Diversity Catalyst Committee – include representatives from R, E, and T. This group would keep diversity in the forefront. This included making sure diversity and inclusion are on schedules at meetings like this.

We need to get people in the pipeline but also give them the opportunity to see what administration is like, e.g. administrative internships.

Wendy will share this report with all groups so we can act on this.

Elaine Turner will share at the BAA Policy Board meeting that there is a critical need to review the ESCOP taskforce report as well as follow up on initiatives and conversations in APS/ACOP to secure background on the issue of diversity. It was recommended to develop a Diversity Catalyst Committee that includes representatives from across all three mission areas and be included in all 3 meetings. Motion passed.

1. Diversity – John Stier reported on meeting after the APS March meeting on diversity INCLUDES proposal – we are doing a good job at recruitment of students and faculty. The group felt we needed to collect best practices and also look for gaps. The group has three ideas in the proposal- provide trainings for upper level administrators, develop and share best practices, and enhance employment opportunities by engaging employers. Good review of proposal, weaknesses revolved around lack of baseline data on underrepresented students and faculty. With a need to develop baseline data so we can show impact. Recommended to look at HEC and make edits and modifications to the INCLUDES proposal. HEC is not getting enough proposals this area.

Ideas –On how to devote time and resources in this area

Faculty Excellence Advocates – Michigan State – 25% release time – report to Dean’s and Provost – good model to take a look at.

Student Diversity Survey – Oklahoma State University – how to build relationships across cultures/communities and see the world in a broader sense. Virginia Tech and Tennessee are also doing a similar survey. Recommend sharing questions.

November APLU meeting, what do we do? Can someone run a search within NIFA to see if there are other funding opportunities and have this prior to November meeting to review? ACOP should keep this on the agenda. We will investigate a plan to move forward on our next ACOP conference call. Susan will work with a colleague from Virginia Tech to search for grant opportunities. John noted we need to move into the November meeting with proposal options to move forward that include a backward time line. This indicates we need a search done by the end of August and results shared in September. Recommended John and Wendy share the INCLUDES proposal and comments from reviewers.

**Scheduled ACOP call scheduled from 3-4 pm EST on September 14th**

1. Excellence in Teaching New Award name change and change in rules – Wendy reported on the proposed non-tenure track awards. The draft indicates a change in name and number of awards. National Teacher-Scholars; Regional Teacher-Scholars; New Teacher- Scholars; and a new Award Excellence in Teaching (non-tenure and 100% teaching appointment). Wendy will share the updated version of the proposal. **Please review the proposal and get back to Wendy with comments by July 26th.**

How can we get more applications – panel at NACTA, hosting a session at an 1890 research meeting, get the word out earlier.

1. **NIFA Award vs USDA Award –** NIFA is asking us to change the name. We recommend not to change the name as requested by NIFA. Because USDA is more recognizable by the public and university colleagues. USDA has been around since 1862.
2. **CARET – “T” in CARET** – Gary noted the CARET group agreed on a need to focus a bit more on the teaching side at CARET meeting. Recommended to invite a panel of teaching award recipients to speak at annual CARET meeting. How can CARET advocate for teaching – needs to be part of the platform.
3. **HEC/NLGCA Letter** – Wendy would like ACOP to send in a letter by next week with comments related to the expanding definition of what a CAS/NON LG CAS. Language notes that it is to maintain and support expanding non land grant colleges of agriculture capacity funds. There is $5 million in competitive funds to support programs and initiatives. The 2014 Farm Bill included matching including AFRI except Land grants and any group in who qualified. They expanded the definition to include universities as “certified” non-land grant universities but they don’t have any agriculture in their schools. The RFA needs some clarification, and HEC RFA is the same – priority will be given to or required to increase the number and % of diverse students. Also requires leadership development for non-land grant or HEC in all grants. All RFA are required to put in “social sciences, leadership development, etc”. This is top down from NIFA. Another recommendation is to have an administrator from one of our institutions sit on the review panel. Action item – two letters one addressing the NLGCAs , HECs and definition of agriculture. Letters on NLGCAs and definition of agriculture next week (Cynda, John, Cindy, and Elaine) will help Wendy get the letters out.
4. **Optional Practical Training List – CIP codes – Michigan State** had an issue with CIP codes e.g. Forestry is not considered STEM but Urban Forestry is considered STEM. This caused an international student being sent home and not able to finish his research. CIP codes need to be reviewed. DHS ICE Homeland Security - Immigration and Customs were asked to reclassify STEM CIP codes. This now has opened the CIP list for review. STEM definitions vary by agency. Most of DC will follow the DHS ICE list. We need to look at the DHS ICE list to look for STEM and then develop a letter to send to ICE and maybe NSF. Because we also need to crosscheck how NSF categorizes STEM disciplines for contracts and grants. David will help Kelly on this.
5. **Graduate Student Database** – Elaine lead discussion on a University of Florida wide initiative of raising the quality of graduate students they recruit. Also increasing the diversity of graduate students they recruit. The focus is to increase number of domestic students/applicants. Example is borrowed from a program in Engineering to create a national database of graduate students so other institutions could search and target students for departments. An AG-NGINE position paper was shared by Elaine to enhance graduate student recruitment and placement. The student would volunteer to enter their information and this would be available to graduate programs. UF engineering group would be willing to help, many of us are already participating in the engineering database. Elaine recommended we maybe pilot this within a region and/or with a select set of programs. There may be a user fee associated with this. Elaine will check to see which institutions have joined and maybe we can use this as our pilot group since an agreement is already on the table. NARRU is also interested.
6. **Discipline specific teaching workshops** – Wendy reported on this for Jean Bertrand. Discipline based workshop on teaching may be an opportunity – because faculty may not be able to attend NACTA. Or their disciplines do not include sessions on teaching and learning. Animal Science did this several years ago, 100 people showed up – 2 day workshop. Most of the grant was used to pay for lodging and speaker travel. Jean is willing to share the proposal and format, suggests we do this for other disciplines. There is a biennial conference on teaching and learning called the University Education in Natural Resources, similar conference to NACTA with focus in Natural Resources.
7. **BAA Policy Board of Directors – Plan of Work** – Elaine led discussion on the 2011-16 BAA Plan of Work. Do we support and continue with the four goals which are pretty generic. There are some items APS needs to focus on. E.g. non priority lines – the capacity lines, along with other lines including HEC, Under Rep Scholars. We want to bring out and emphasize APS issues. Farm Bill representation and reauthorization – focus on this, and watch them. Pipeline talent & graduate placement. Missed opportunity to discuss and advocate for “Ag” STEM. APS and Canadian APS participation. We would like to lead and invite representative from ECOP and ESCOP to our meetings, as well as ask to be part of their meetings. Use Western region as an example.
8. **APS Strategic Plan – Next Steps** – Susan discussed our Strategic Plan. Recommend as we meet and conduct activities we need to crosswalk to goals and sub goals as to what we have done and what we plan to do. This could be a topic on our September call and then worked on with the entire group in November.
9. **Staff Professional Development** – Do we want to hold another APS professional staff workshop again? Build in sessions with equivalent staff members. Recommend adding advising and underrepresented students. Timing and planning, how to do this. We all agreed we can benefit from this. David, Kelly, Cindy, Cynda, and John will either volunteer and/or recommend a staff member to serve. We will secure an update on the September conference call.
10. **University of Arizona nonpayment of assessment.** Administrative heads passed a motion that nonpayment of BAA assessment will result in denied of participation and privilege in BAA activities and the institution will have 30 days to pay assessment. This issue will be handled at the administrative head level as it requires change in policy and procedures and will be in new “rules” for 2017.
11. **Jane Coulter scholarship** - Jan and Eddie shared an opportunity. Jane was a CSREES – teaching awards champion in the early 1980s. She led this initiative and served academic programs her whole professional career. We now have a scholarship in her name in recognition of her work. Asking us to contribute to this. This endowed scholarship is established at Texas Tech in the College of Human Sciences. Elaine moved to provide $ 500 from APS to this scholarship. Motion passed.
12. **Soft Skills/Professional Skills** – Do we revamp and revisit this? Wendy is speaking at Ag Careers. Is it time to do a follow up? Recommend Wendy pursue the conversation with Ag Careers. Please send Wendy any examples of initiatives and programs that stemmed from this report. It may be brought forward at the November meeting.
13. **CMC update** – Cameron sent his report from the Communications and Marketing Committee, it is less advocacy but more targeted to influencers and budget advocacy efforts. It is part of administrative heads group, Cameron now sits on this group. CMC is working on 2017 tasks and goals.
14. **LEAD 21** – Susan is our representative to LEAD 21. She noted that this year’s class was down 5 individuals due to issues. Board is looking at policy on refunding money and cancellations. Curriculum has been revised and revamped. Will be focusing on diversity, on how to integrate diversity into conversation, classrooms, and scenarios.
15. **APS portion of the APLU meeting**. Our schedule is different. We will not have our Monday afternoon session. It will be a focus on change – preparing for 2050. We may have two hours of meeting on Sunday and two hours on Monday. ACOP begins on Saturday.

Meeting adjourned.