



**Academic Committee on Organization and Policy**  
**APLU Annual Meeting**  
San Diego, CA  
Nov. 9, 2019

Meeting was called to order at 12:30 by ACOP Chair, Marcos Fernandez, Purdue University. Other listed below.

Antione Alston, North Carolina A&T State University  
Jean Bertrand, Clemson University  
Gary Blair, Mississippi State University  
Joe Broder, University of Georgia  
David Buchanan, North Dakota State University  
John Buckwalter, Kansas State University  
Cynda Clary, Oklahoma State University  
Penny Diebel, Oregon State University  
Brett Hess, Western Association of Agricultural Experiment Station Directors (WAAESD)  
Tracy Hoover, The Pennsylvania State University  
Wendy Funk, APLU  
Kelly Millenbah, Michigan State University  
Steve Neal, The Ohio State University  
Susan Sumner, Virginia Tech  
Elaine Turner, University of Florida  
Brian Warnick, Utah State University  
Tara Westington, APLU

Approval of Minutes, Penny Diebel, Oregon State University  
*Motion to approve Antoine, Second Kelly, Motion Approved*

Director's Report, Wendy Fink, APLU

APS Staff Workshop: Embassy Suites at Lake Buena Vista in Orlando FL on Feb. 5-7, 2020.

Discussion of topics and format. Request for Speakers went out. Encourage your staff to propose topics/sessions including 5 to 15 minute presentations, panels and table speed dating sessions. Five focus areas Diversity, Equity and Inclusion; Retention and Student Success; Recruitment; Advising; Career Services; Mental Health Issues; Challenges of Food and Housing Security.

Discussion of APS subsidy of costs for workshop will follow in budget discussion.

Pre-NACTA Workshop: New Mexico State University, Las Cruces, NM. June 16, 2020.

Working with NMSU regarding the pre-conference workshop. Arrangements still in flux and therefore budget is unclear. Still need additional costs to estimate. Workshop will focus on the APS Employability Skills Survey and the translation of results into action items.

An alternate to a pre-conference workshop would be to submit it as a 2-hr session during NACTA. This option would require attendees to watch the webinars ahead of time because of the shorter time frame.

2020 Budget: See attachments

Highlights

2018- Carryover \$490,864

2019- NIFA compensation for teaching awards is delayed.  
\$800 IAAS membership

*Motion to not renew Elaine, Second Tracy. Motion Approved*

Will adjust budget to make staff travel \$20,000 to include more site visits. Will assist in partnerships.

Teaching Awards. Grant is now competitive grant. VA Tech, Georgia faculty in charge of USDA awards. Loss of funds due to indirect to these institutions is a concern. Consider asking NIFA to increase the grant amount. See Scot Engle conversation. Elaine will ask about funds, APS should then follow up with a letter.

Personnel Costs increased due to Wendy increased from 60-90% and 70% of Tara's time.

Consultant Costs increased due to survey writing and product development.

Reserve is still growing.

Staff workshop- subsidize registration as much as possible or no registration. Aim for \$100 registration.

*Motion to change budget allocation for workshop to make registration \$100 (decrease registration revenue to \$10,000) Brian, Second Cynda. Motion Approved*

#### Institutions in Arears of Assessment Payment

Discussion. The Policy Board will be addressing a policy. Suggestions were to draft an APS policy that restricts eligibility for programs including, regional teaching awards, member rates for workshops, Innovation Awards, etc. Also a suggestions that there be a maximum of 2 years in arrears to be paid.

#### Minority Enrollment Meeting

Wendy sent out an email for input. NIFA stated that they felt there was a congressional directive to focus on African American students (that is their interpretation). Others do not agree with that interpretation.

NIFA asked if APS would sponsor the meeting/conference and suggested funding sources. Discussion of this posed question.

*What are the deliverables/outcomes?*

*We know we want it to increase. What practical things can we produce/share to move the needle?*

*The campus culture also has to be supportive.*

*Workplace culture must also be supportive.*

*APS could work with Ag Careers or others to include employers. Understanding Generation Z.*

*Can we partner with APLU and their closing the gap initiative?*

*Many examples, studies were shared.*

**ACTION ITEM.** Cynda, and Antoine will lead a conversation. Interested parties will be asked at Monday APS Business Meeting.

#### Board on Human Sciences Update, John Buckwalter, Kansas State University

BoHS annual meeting with Council Admin of Family Consumer Sciences, February, Kansas City

Recognized Excellence in the Human Sciences by awarding the following awards which will be presented at the APLU Annual Meeting on Monday, November 11, 2019

Undergraduate Research Mentor Award. Elizabeth L. Stegenmüller, Iowa State University

Outstanding Engagement Award. Julie Garden-Robinson, North Dakota State University

Ellen Swallow Richards Public Service Award. Sonny Ramaswamy, Northwest Commission on

Colleges and Universities, and Director Emeritus, NIFA

Lifetime Achievement Award. June M. Henton, Dean Emerita, College of Human Sciences,

Auburn University

#### CARET Update, Gary Blair, ACOP CARET Representative

New ACOP Liaison will be Sally Stutsman, Iowa State University

ACOP thanked Gray for his engagement over the past years.

Continue to work with Cornerstone to be sure that academics are represented.

A 1994 institutional representative has been added back to CARET.

The Antimicrobial Report update was presented.

BoHS presented an update. Suggest ACOP offer to provide an update to CARET.

#### Sabbatical Request, Wendy Fink, APLU

A request from Mississippi State for a sabbatical in APS

APS would require a specific proposal of work and benefit for APS. At this time there is not strong support for Sabbatical requests.

#### NIFA Update, Scott Angle, NIFA

Relocation. 100 employees in Kansas City. Currently hiring. Current staff keeping up with operations. New funds will be approximately two additional months later than normally. Prioritizing funds for institutions with less flexibility such as Tribal Colleges. If delays are causing problems let NIFA know. Looking for more employees, in particular those

with connections to land grant universities.

New Deputy Director. Parag Chitnis

SWOT Analysis of NIFA. Performing a strategic review of the business processes. Asking all APLU sections to assist in a SWOT analysis of NIFA. The review process in part will guarantee the relevancy of NIFA. Hiring a consultant to help with data.

Relevant Programs. The 1890 Scholar Program application review and decisions are priority. Challenge Grant funds will not change much. Will be hiring a lot of interns this summer. There should be an announcement in Jan/Feb.

Questions: *What are the housing opportunities for summer interns? Can NIFA partner with local colleges/universities for campus housing? What will salaries be?* **Scott will check into these questions.**

*Will there be a formal request for SWOT analysis input?* **Yes**

*Teaching Awards Program needs to be increased. Is there an opportunity for it to not be a grant? How do we advocate for additional funds for that program?* **Send Scott him an email with requests. NIFA does not have any direct lines for something like that.**

*How can NIFA assist with increasing the portfolio of agriculture and human sciences being taught and teachers in secondary education?* **Ag in the Classroom is an appropriated line. Work to expand that. Also, note the movement for NIFA to encourage connections between technical schools, community colleges, and 4 yr institutions. It is a high priority but nothing formal on the table.**

APS Initiative Planning. Open Discussion

Antione-Make more of a push of Agriculture as STEM.

Cynda and others: CIP codes do not reflect the STEM

Elaine: 5 yrs ago we did a visioning exercise. We should revisit it.

Tracy: Mini Sabbatical. Succession planning in our positions. Fellowships to begin to mentor others.

Susan: Repository of resources.

Elaine: Compile FSLI projects. Speakers list from FSLI or Lead21.

Susan: Lead 21 does not have projects but some institutions require a project. Could add those.

Elaine: APS encourage and provide funds for post Lead21 projects.

Steve: compile Best Practices around recruiting, and other topics.

Susan: it easy to get feedback on items but we need a place to catalog

Marcos: provide programmatic opportunities for ACOP and APS. Workshops.

Wendy: many APS alumni. Have them come back for presentation or webinars.

Gary: bring in teaching award recipients as speaker and find a way to share their stories.

Penny: can we use our teaching award recipients and others to tell our story. Videos. Workshops. Speakers.

Tara: mentoring program for those who want to start their careers in DC.

Penny: Collect and provide a list of pre-graduate and/or graduate summer internships, links all land grant opportunities for students

BAC Report, David Buchanan

Ready to request for this year. A line at the bottom lists many things APS is interested in.

Strategic Realignment continues to be discussed. Now called the "Unified Ask" (not the "One Ask"). One Ask had 6 lines; the Unified Ask has 17 lines.

CLP Report, Joe Broder

Asked to endorse two bills.

Educational opportunities teach producers about livestock future markets, hedging.

Rural STEM

APS Elections

Joe Sullivan, Northeast APS

Require two candidates but we have only one.

**ACTION ITEM. APS will need a motion and vote to suspend the rules for this one time.**

Teaching Award Reviewers

Brian volunteered.

**ACTION ITEM. Ask for more volunteers at APS Business Meeting.**

*Motion to Adjourn Cynda, Second Susan. Motion Approved.  
4:30 pm Adjourn*