

Section III

Summary of Recommendations From Last Review (1990)

The last CSREES and Graduate School review of the Department of Animal Science occurred on December 10-13, 1990. Overall, the review was positive. Full recommendations from the last review are presented as Appendix 1. The main recommendations from the last departmental review were:

Organization and Leadership

Age distribution of faculty, many approaching retirement

- Fill selected vacancies with associate professors.

High number of U of MN graduates on the faculty

- Recruit from a wider selection of academic institutions.
- Use leaves and sabbaticals to investigate new approaches and techniques.

Improvement of communications

- Develop an informal "Newsletter".
- Establish a seminar series. Include presentations by graduate students and faculty.
- Develop additional informal social events.

Facilities and Equipment

- Consolidate department into one building.
- State-of-the-art teaching and research equipment should be a priority.

Research

Reproduction

- Focus on 2 specific interest areas.

Beef

- Focus and prioritize activities in 2 areas of importance to the MN beef industry.
- Establish close ties with basic scientists in growth research.
- Expand dairy-beef research and establish a strong related extension program.

Swine

- Fill vacancy with either a nutrition, environmental physiology/behavior, reproduction or genetics expert.
- Faculty in animal modeling research should establish well-defined intermediate objectives and definite deadlines for achieving the final objectives.

Turkey

- 1.6 FTEs are inadequate to serve the State's research needs.
- Future research areas include turkey immunology and turkey product technology.

Dairy

- Coordinate programs within the dairy research group.
- Include representatives from Food Science in their research activities.

Sheep

- Small ruminant programs should continue, although some restructuring is needed.
- Reduce the on-campus flock in size to a teaching flock.

Teaching

Undergraduate

- New faculty hires should emphasize undergraduate involvement.
- Limit advising loads to 25 undergraduates per faculty member.
- Consider reduction in course offerings, reorganization of materials, updating of contents and alternative instruction methods including interactive media.
- Broaden lab experiences in initial management courses to address the diverse and frequently urban backgrounds of students.
- Broaden the types of experiences relative to animal evaluation.

Graduate

- Develop a formal annual orientation program for graduate students.
- Establish a departmental Graduate Student Association.
- Develop a departmental seminar series.
- Encourage extension faculty to interact with graduate students.
- Recruit students from outside MN, and place MN students at other universities.
- Require Ph.D. students to have at least one formal teaching experience.
- Conduct a complete instructional program review.
- Hire a physiological/quantitative geneticist to support animal genetics program.
- Consider replacing written prelim doctoral exam with a formal grant proposal.

Extension

- Increase use of the interdisciplinary systems approach.
- Future extension programming should be driven by goals and expected results.
- Programs in the meat animal area should relate to consumer product needs.
- Prioritize programs and concentrate on those programs.
- Package programs around the major issues and priorities.
- Adequate operational funds are essential if programs results are to be expected.
- Provide funding for extension assistantships to assist in programming.
- Objectives around 4-H/youth efforts need to be redefined and emphasized.
- Use sabbaticals as an effective method of professional improvement.

Swine

- Some swine extension programs should be consolidated.

Dairy

- The inclusion of animal waste management and food safety programs is encouraged as is cooperation with specialists from other departments.
- Increase use of videotapes and industry publications to transfer information.
- Establish goals or targets based upon the desired changes in the MN dairy industry and to institute programs to assist the industry to reach those targets.