

**PROGRAM REVIEW IMPLEMENTATION PLAN  
ANNUAL PROGRESS REPORT  
ENTOMOLOGY 2022-2023 INITIAL PROGRESS REPORT**

**Recommendation 1.** Develop a hiring plan for faculty and administrative appointments to include applied research programs and succession planning, with attention to improving diversity, equity, inclusion, and accessibility among faculty ranks.

**Assessment method:**

**Results:** Discussions on the hiring plan have started at our department retreat recently and will continue at faculty meetings.

**Analysis of results and reflection:** Two faculty positions, Vet Entomologist and Arthropod Molecular Biologist, have been approved, and a search is underway.

**Ongoing improvement actions:** Advertise positions widely to attract DEI candidates.

**Recommendation 2.** Review budget priorities and work with college administration to identify funding to adequately support UK Cooperative Extension Service programs. Critical needs include funding for a staff associate position to support the Pesticide Applicator Certification Program, and the operating budget for extension-related in-state travel and other program expenses.

**Assessment method:**

**Results:** Pesticide Applicator Certification Program coordinator was hired recently.

**Analysis of results and reflection:**

**Ongoing improvement actions:** Find dollars to fund Pesticide Applicator Certification Program coordinator

**Recommendation 3.** Related to recommendation (2), review budget priorities and work with college administration to identify funding to adequately restore operating budgets for departmental flexibility. For example, programs such as the insect collection and State Entomologist office would benefit from a consistent operating budget.

**Assessment method:**

**Results:** College-level discussions are underway to allocate operating funds to the department.

**Analysis of results and reflection:**

**Ongoing improvement actions:**

**Recommendation 4.** Review and clarify the promotion and tenure expectations for the Extension Title Series and update the departmental Statement of Evidences accordingly.

**Assessment method:**

**Results:** Not yet started

**Analysis of results and reflection:**

**Ongoing improvement actions:**

**Recommendation 5.** Review curriculum offerings regarding timing and sequencing. Update the course catalog to more accurately reflect courses that are currently or soon-to-be offered. Consider ways to improve soft-skills training and experiential learning/internships. Assess investment level needed to grow the undergraduate major. Explore the value of online certificate for master's program, possibly as a stackable credential. Review annual performance evaluations for graduate students to incorporate beneficial feedback and progression assessment to the students.

**Assessment method:**

**Results:** The Departmental Curriculum committee started working on it. 2023 departmental retreat focused on instruction, and faculty discussed the contents of this recommendation. We will start making changes soon.

**Analysis of results and reflection:**

**Ongoing improvement actions:**

**Recommendation 6.** Work with CAFE Office of Philanthropy and Alumni to develop a philanthropy plan and enhance alumni engagement processes.

**Assessment method:**

**Results:** The Department is planning to hire a part-time Philanthropy officer to help with fundraising.

**Analysis of results and reflection:**

**Ongoing improvement actions:**

**Recommendation 7.** Conduct an annual assessment of facilities and initiate annual meetings with administration to keep them apprised of critical needs to update and expand outdated lab space. Renovation to correct woefully inadequate heating and

cooling issues in Ag North should be a College/University priority as the current situation is unhealthy for faculty, staff and students and endangers the research mission of the department. This would allow the department to remain competitive in attracting grant funds, and to recruit and retain the most talented faculty and staff.

**Assessment method:**

**Results:** Planning is underway for a new building that will house all members of the department.

**Analysis of results and reflection:**

**Ongoing improvement actions:**