



# K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Agriculture & K-State Research and Extension

Department: Southeast Agricultural Research Center

**1. What are your Department’s mission and vision and how does your organization contribute to achieving the University’s and your College’s/Major Unit’s vision for K-State 2025?**

**Mission:**

The Southeast Agricultural Research Center extends the mission of the Kansas Agricultural Experiment Station to the southeastern part of the state by conducting research in crop production, soil and water management, forage production, and forage utilization by grazing beef cattle with focus on the unique soil types and climate found in this area. Research conducted at this location contributes substantially to research programs in other departments.

**Vision:**

Research conducted at the Southeast Agricultural Research Center will result in efficient, sustainable crop and livestock production systems that will protect the environment, conserve resources, and ultimately improve the quality of life of the citizens of the region.

**Contributions to K-State and COA/KSRE 2025 Vision:**

The Southeast Agricultural Research Center contributes directly to the K-State and COA/KSRE 2025 vision by supporting their mission and sharing aligned goals.

**2. What are your Department’s key strategic activities and outcomes?**

**3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)**

| Key Activities   | Short Term (2013 - 2015)<br>Key Outcomes  | Intermediate (2016 - 2020)<br>Key Outcomes  | Long Term (2021 - 2025)<br>Key Outcomes   |
|--|---|---|---|
| <i>What we plan to do...</i>   | <i>What we expect to happen...</i>  | <i>What we expect to happen...</i>  | <i>What we expect to happen...</i>  |
| <b>Research , Scholarly and Creative Activities, and Discovery (RSCAD)</b>       |   |   |   |
| 1. Increase scholarship of faculty   | Increased number of refereed publications per academic year. [G1]   | Increased number of refereed publications per academic year. [G1]   | Increased number of refereed publications per academic year. [G1]   |
| 2. Establish/support interdisciplinary and collaborative research programs.      | Expand and support interdisciplinary crop production and forage utilization research programs. [I1]<br>Increase collaborative research efforts with scientists in KSU system and other agencies. [I1] | Expand and support interdisciplinary crop production and forage utilization research programs. [I1]<br>Increase collaborative research efforts with scientists in KSU system and other agencies. [I1] | Expand and support interdisciplinary crop production and forage utilization research programs. [I1]<br>Increase collaborative research efforts with scientists in KSU system and other agencies. [I1] |
| 3. Increase external funding to support major research initiatives and programs. | Extramural funding 20% greater than in FY13. [H1]   | Extramural funding 40% greater than in FY13. [H1]   | Extramural funding 60% greater than in FY13. [H1]   |
| 4. Increase opportunities for graduate student training.                         | Identify funding and local housing for graduate students. [E3]  | Identify funding and local housing for graduate students. [E3]  | Identify funding and local housing for graduate students. [E3]  |

|   |  |  |  |
|---|--|--|--|
| <p><b>Faculty and Staff</b></p> <p>1. Recruit, promote, and retain productive faculty and staff with emphasis on increasing salary competitiveness and increased staffing in strategic areas</p> <p>2. Increase professional recognition of outstanding faculty and staff.</p>  | <p>Develop and implement regional plan to recruit staff who reflect the demographics of the population being served. [L5]<br/>         Develop financial resources for advancing professional development of faculty and staff. [M]<br/>         Increased competitiveness of faculty salaries. [M]</p> <p>Increased number of nominations for professional recognition and awards. [L3]</p>   | <p>Develop and implement regional plan to recruit staff who reflect the demographics of the population being served. [L5]<br/>         Increased financial resources for advancing professional development of faculty and staff. [M]<br/>         Increased competitiveness of faculty salaries. [M]</p> <p>Increased number of faculty and staff receiving professional recognition and awards. [L3]</p>   | <p>Develop and implement regional plan to recruit staff who reflect the demographics of the population being served. [L5]<br/>         Financial resources for advancing professional development of faculty and staff comparable to aspirational peers. [M]<br/>         Faculty salaries comparable to aspirational peers. [M]</p> <p>Increased number of faculty and staff receiving professional recognition and awards. [L3]</p>  |
| <p><b>Facilities and Infrastructure</b></p> <p>1. Improve research facilities and infrastructure</p> <p>2. Upgrade equipment to increase research capabilities</p> <p>3. Continually update internet connectivity, bandwidth, wireless capabilities, and other technology that will improve communications ability.</p> | <p>Existing facilities renovated and updated as funding permits. [P5]<br/>         New machinery storage shed constructed at Parsons unit. [P5]<br/>         New office building constructed at Parsons that will house SEARC and Southeast Area Extension Office faculty. [P4]<br/>         Determine land needs and identify suitable land for future acquisition near existing units. [P1]</p> <p>Develop a prioritized list of needed equipment that is limiting research capabilities and/or productivity. [P3]</p> <p>Develop a plan to strengthen connectivity between the Manhattan campus, agricultural research centers, experimental fields, and other off-campus locations. [Q2]</p> | <p>Existing facilities renovated and updated as funding permits. [P5]<br/>         SEARC and Southeast Area Extension Office faculty housed in new office building in highly visible location that gives KSU more prominent presence in southeastern Kansas. [P4]<br/>         Construction of new shop building at Mound Valley unit. [P5]<br/>         Acquire suitable land near existing units as it becomes available. [P1]</p> <p>Targeted equipment purchased to increase research capabilities. [P3]</p> <p>Strengthen connectivity between the Manhattan campus, agricultural research centers, experimental fields, and other off-campus locations. [Q2]<br/>         Install high speed internet with wireless capabilities in new office building. [Q2]<br/>         Install video conferencing equipment in new office building to facilitate remote participation in meetings held on campus. [Q2]</p> | <p>State of the art research facilities and infrastructure to support mission of SEARC. [P4, P5]<br/>         Acquire suitable land near existing units as it becomes available. [P1]</p> <p>State of the art equipment that does not limit research capabilities. [P3]</p> <p>Have good, fast connectivity between the Manhattan campus, agricultural research centers, experimental fields, and other off-campus locations. [Q2]</p> |

**4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?**

- Dedicated and talented faculty and staff who will work hard to implement our vision and goals
- A mix of state, grant, and private dollars
- COA/KSRE development team
- COA/KSRE Communications Department to help share our successes with others

**4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?**

- Additional faculty lines to support research needs.
- Incentives to recruit and retain high-performing faculty, including compensation and startup packages.
- Funds to reward high-performing unclassified and classified staff in order to attract and retain the best staff.
- Improvements in facilities and research infrastructure.

**5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?**

- Request College of Agriculture and K-State Research and Extension administration to provide additional faculty positions.
- Request College of Agriculture and K-State Research and Extension administration to provide improvements in facilities and research infrastructure.
- Pursue grant opportunities to create more funding for research activities.
- Pursue development opportunities to meet research needs.

**6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?  
(See *below*)**

## 6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

| Links to Benchmark Metrics  |
|---|
| B-1 - Total research and development expenditures<br>B-2 - Endowment pool<br>B-4 - Number of faculty awards |

| Links to Common Elements  |
|---|
| CE-1 - Communications and Marketing<br>CE-5 - Funding<br>CE-7 - Sustainability<br>CE-8 - Technology |

| Links to University Thematic Goals, Outcomes, and Metrics  |  |   |  |
|--|--|---|--|
| Links to 2025 Thematic Goals and Metrics   | Links to Short Term Outcomes (2011 – 2015)   | Links to Intermediate Outcomes (2016 – 2020)  | Links to Long Term Outcomes (2021 – 2025)  |
| <p><b>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</b></p> <p><b>Theme 1 Metrics:</b></p> <p>T1-1 - # of interdisciplinary research projects, institutes, and centers</p> <p>T1-2 - Total sponsored extramural funding expenditures</p> <p>T1-4 - # of refereed scholarly publications per academic year and allocated faculty member</p> | <p>T1-A - Increased intellectual and financial capital to support RSCAD</p> <p>T1-B - More clusters/centers of collaborative RSCAD focus</p> <p>T1-C - Increased funding for investigator-based research, research centers, and graduate training grants</p> <p>T1-G - Successful recruitment, retention, evaluation, compensation, and rewards strategies in place to support RSCAD needs</p> <p>T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities</p> | <p>T1-I - Intellectual and financial capital in place for expanded RSCAD efforts</p> <p>T1-J - Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs</p>  | <p>T1-O - Extramural funding competitive with our benchmark institutions</p> <p>T1-P - Research and development expenditures competitive with benchmark institutions</p>   |
| <p><b>T5 - Faculty and Staff</b></p> <p><b>Theme 5 Metrics:</b></p> <p>T5-1 - # of national and international faculty awards</p> <p>T5-3 - Competitive compensation packages for faculty and staff</p> <p>T5-7 - % of faculty and staff reporting satisfaction in the work environment</p>   | <p>T5-A - Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas</p> <p>T5-B - Efficient, effective, and integrated university HR processes and services that place employees in the right positions with the right skill sets at the right time</p> <p>T5-C - Career-long learning recognized by the university and its</p>  | <p>T5-E - Total compensation competitive with aspirant university and regional employers for all employees</p> <p>T5-F - Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs</p> <p>T5-G - Successful recruitment and retention of a talented and high performing, diverse workforce</p> | <p>T5-H - Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers</p> <p>T5-I - Stable funding available for recruitment and retention of top level faculty and staff</p> <p>T5-J - Optimal number of faculty and staff comparable with our benchmark institutions</p> |

| Links to University Thematic Goals, Outcomes, and Metrics   |  |  |  |
|---|--|--|--|
| Links to 2025 Thematic Goals and Metrics  | Links to Short Term Outcomes (2011 – 2015)   | Links to Intermediate Outcomes (2016 – 2020)   | Links to Long Term Outcomes (2021 – 2025)  |
|   | <p>employees as a shared value and responsibility</p> <p>T5-D - Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission</p>   |  |  |
| <p><b>T6 - Facilities and Infrastructure</b></p> <p><b>Theme 6 Metrics:</b></p> <p>T6-5 - % of faculty, staff, and students reporting satisfaction with facilities and infrastructure</p> | <p>T6-A - Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation</p> <p>T6-C - Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration</p> | <p>T6-D - Adequate office space for all K-State employees equipped to support their work and productivity</p> <p>T6-E - Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators</p> <p>T6-F - Efficient, reliable, and cost-effective central and building utilities with the capacity for expansion as needed to support campus needs and guarantee the safety, comfort, and integrity of our research, animal, and human environments</p> | <p>T6-H - High-quality research laboratories and specialty spaces that enhance research and scholarly activities</p> <p>T6-I - Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution</p> <p>T6-J - An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration</p> <p>T6-K - Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators</p> |