

**Maryland Joint Extension and Research Report**

**On the**

**FY 2005 – FY 2006 Plan of Work Strategy**

**Fiscal Year 2005**

**Fiscal Year 2006**

**Ending date September 30, 2006**

**Maryland Cooperative Extension  
Maryland Agricultural Experiment Station  
College of Agriculture and Natural Resources  
University of Maryland  
College Park, MD 20742**

**School of Agricultural and Natural Sciences  
Agricultural Experiment Station  
University of Maryland Eastern Shore  
Princess Anne, MD 21853**

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*Submitted for the designated institutions by:*

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## Summary

The FY 2005-FY 2006 Plan of Work Strategy will extend the current 5-Year Plan of Work that covered the period from October 1, 1999 through September 30, 2004, to include the period from October 1, 2004 through September 30, 2006. This strategy briefly documents the research and extension activities in Maryland subject to the Agricultural Research, Extension and Education Reform Act of 1998. This includes activities of the Maryland Cooperative Extension, a joint enterprise of the University of Maryland and the University of Maryland Eastern Shore, the Maryland Agricultural Experiment Station and the research activities at the University of Maryland Eastern Shore (UMES Ag. Experiment Station).

## **1. Planning Option**

### **University of Maryland Eastern Shore FY 2005 - FY 2006 Projected Strategy**

UMES experienced 4 cuts in state appropriated classified positions and one faculty position. Consequently programs will develop that are more collaborative, since we have fewer members of our workforce. But the new Food Science and Technology facility was completed in December 2003 (utilizing USDA and state funds) and the Ph.D. program in Food Science and Technology, now housed in this facility has become grounded with three new faculty positions (FTEs provided with Title III funds). Collaborations for this program with local industries and with the USDA will be instrumental in directing our initiatives. But formula funds and capacity building grant funding pursuits will be heightened to launch the research and outreach in this new facility, under these new professors and with the new and growing number of doctoral students.

Water quality work and coastal bay-agroecology work will be initiated with more fervor beginning late 2004. The major portion of this research began as a result of the development of a collaborative partnership with USDA-ARS, University Park PA, UMCP, The Maryland Department of Natural Resources & USDA – ARS, Beltsville, MD. This is a multi-state, multi-disciplinary, multi-agency effort that involves three scientists at UMES, eight scientists at USDA-ARS, University Park PA, one researcher and extension specialist from UMCP, and five graduate students. The nutrient management research site is located at UMES on recently purchased land that has received poultry litter applications for more than 20 years. This site is probably the most intense jointly monitored nutrient management site in the United States. Further, the site is slated to be visited by participants of the 2006 International Soil Science of America meeting participants which will include plant and soil scientists from around the world. A visit to this site is also scheduled for September 2004 by participants of the Maryland Department of Natural Resources' Conference on Nutrient Management, Ocean City Maryland. The mission of this collaborative, highly qualified and talented group is *“to conduct timely research that will reduce nutrient loading to water resources in the Delmarva area”*.

The UMES Coastal Bay Research Center financed with federal (including USDA) and state funding should be completed on Assateague Island, MD in late December 2004. Therefore funding of programs in collaboration with substantial funding packages from NOAA will direct another new niche for UMES.

Finally, food and health initiatives are research and outreach programs that are a part of recently collaboratively funded programs from NIH for UMES and the Greenbaum Cancer Center of the University of Maryland School of Medicine. AES, Department of Agriculture Faculty and Department of Human Ecology faculty are engaged in areas related to nutrition and food science and this will be another direction for funding to support development of what is perceived as a priority area for AES at UMES.

### **University of Maryland College Park FY 2005 – FY 2006 Strategy**

Dr. Tom Fretz stepped down as Dean after nine years of service to the College of Agriculture and Natural Resources, University of Maryland. Dr. Bruce Gardner was named interim dean until such time

that a new Dean can be found. A search for a new Dean was initiated in November of 2003 and the list of candidates has been narrowed to three. These names will shortly be made public. It is hoped that we will have a new Dean on board by September 2004.

In addition, Dr. James Wade, Associate Director and Dean for Maryland Cooperative Extension, stepped down on September 1, 2003. Dr. Jay Scott Angle was appointed to replace him. Dr. Angle holds the title of Associate Director and Dean for both Maryland Cooperative Extension and the Maryland Agricultural Experiment Station. We plan to let a new Dean decide whether to continue with one associate dean or to separate the responsibilities into two separate positions.

Over the past two years, Maryland Cooperative Extension has experienced a 14% reduction in its total budget. This has necessitated that nearly 30 lines have not been filled over this period. In addition, the Maryland Soil Testing Laboratory and the MCE Print Shop were closed as a result of the budget reduction. On the research side, we transferred the UMCP Applied Poultry Research Facility to UMES. This facility is now better supported and better used by UMES faculty. Further, all off campus research facilities (farms) have not seen a budget increase for nearly ten years. A number of support personnel have not been replaced and equipment purchases have been delayed to a future date.

Equally important is the fact that the College of Agriculture and Natural Sciences has filled very few positions over the last two years. Most lines that become vacant have been returned to the state or campus as part of our budget reduction. We do not foresee significant hiring during the next two years.

Despite reduced funding to support personnel and operation, we have been fortunate to have funds available for construction. Funds were available from a previous USDA facilities grant and from proceeds generated from the sale of a research farm. During the past two years, we have completed a number of new facilities including:

- Research Greenhouse Complete – this is the most technology sophisticated research greenhouse in the US. Fully automated, the greenhouse has capacity for 25% more plants compared to the old greenhouse, despite the fact that the new structure has 20% less floor space.
- Transgenic Animal Facility – this facility was dedicated in 2002 and houses a joint USDA, ARS – UMD program in transgenics. The facility is capable of isolating and growing a large number of small animals, up to the size of a chicken. All water and air going into and out of the building is purified.
- Applied Aquaculture Facility – a new aquaculture facility housing the highly recognized family of striped bass was completed in 2003. This self-contained facility allows for control of growth conditions that was never previously available.
- Rain Garden – working with our Prince Georges County partner, we completed and dedicated an on-campus rain garden. This structure collects runoff from a parking lot and filters it through a plant-soil buffer prior to discharge of water into a nearby stream.

In 2004, we plan to construct a new Home and Garden Center. This is a statewide on-line and telephone (800 #) system to answer homeowner's questions about issues related to lawns, gardens, etc. The Home and Garden Center receives hundreds of thousands of calls and hits each year. The new facility will be located at Clarksville, MD.

Although no new structures will be included, a high priority for the college is the creation of a homeland security program. We are currently actively pursuing funding for significantly upgrading our program in this area. We have outstanding faculty expertise in this area, but require better organization to assure public access to our educational programs. We also plan to increase our efforts in urban agriculture over the next few years. This can include such areas as urban forestry, bioremediation, greenhouse management, aquaculture, etc. Maryland is an urban state and we recognize that we need to commit additional resources to meet this ever-increasing portion of our population.

Recognizing that multi disciplinary teams are needed to meet future needs of society, we are increasing our support of this approach to research and teaching. Recently we inaugurated a series of focus teams that will concentrate our efforts on a relatively narrow need. The first two focus teams created are in the area of homeland security and nutrition. We plan to increase the number of focus teams over the next two years, with a final number of about ten.

## **Agricultural Communications, Enhancing Customer Service/Satisfaction Information Technologies.**

### **University of Maryland College Park Distance Education**

#### **Objectives**

1. Increase use of web-based resources for scholarship, marketing, distance learning, and research.
2. Integrate web-based systems into current service mix for greater efficiency in content management.
3. Enable faculty and staff to make greater use of web resources via training, consultation, demonstrations, etc.

#### **Action Plan**

- Analyze existing content management system with emphasis on access at all levels, visual enhancement, and on-line authoring processes.
- Provide systematic training and updates for faculty and staff, i.e. Tip of the Week, aggressive marketing of Faculty Development Series, on-line training modules on CIT web site, etc.
- Conduct focus group sessions with selected faculty to determine how CIT might add value to existing efforts being offered by departmental IT staff.
- Ensure all print media is redesigned for web access.
- Develop pilot on-line learning module to showcase successful use of web technology for informal learning.
- Participate in training sessions to ensure necessary skills needed to transition from print to web publishing.
- Develop on-line system for payment of cost recovery fees, ordering of pubs, registration, etc.
- Empower editors/designers to serve as initial point of contact for authors/clients.
- Establish mutually agreed upon deadlines for all projects. (When clients do not respond according to the established time line, they should be informed that their request will go back into the queue and will be revisited at a later time.)
- Provide consultation to authors/clients on needs assessment/market analysis, production timelines, multi-media strategies including CD-rom, streaming media, web

publishing, print, etc. based on audience and learning objectives.

## **Multicultural and Diversity Issues**

### **Employment**

Diversify work force through growth in temporary jobs; this is where the activity is, and the opportunity to affect the composition of the college. Turnover anticipated through faculty retirements is projected at around 3% from 2005-09. Target minorities for hiring as faculty turnover develops. (Retention rate is currently around 90%, so these are the main opportunities for diversifying the work force.)

### **Diversity Initiative Implementation**

1. The AGNR Diversity Initiative, which has always viewed diversity broadly (as more than gender and race), will receive support from the Sloan Foundation to begin training and consultation activities related to Work Life Issues. Sloan has committed to a pre-tenure leave fellowship for a tenure-track female, and a grant to help the College initiate a broad work life education effort for Faculty.
2. MCE faculty will be included in work life training and organizational development activities related to work life issues throughout the College.
3. “Live” MCERS reporting so people can see their contacts “through yesterday” and so the reporting system moves from being a static civil rights reporting tool to a dynamic program assessment and planning tool
4. Greater emphasis will be placed on “line management” assuming ownership of their diversity activities through better access to web-based resources. Professional development activities through the Human Resources Management Office (where the Equity Officer and Diversity Coordinator are based) will focus more on specific project management tools faculty can utilize to reach more diverse people; focusing on collaborative tools, tools for communication accommodation, involving people in change, and improving cross-cultural communication.

## **2. Period Covered**

The FY 2005-FY 2006 Plan of Work Strategy will extend the current 5-Year Plan of Work that covered the period from October 1, 1999 through September 30, 2004, to include the period from October 1, 2004, through September 30, 2006.

## **3. Projected Resources**

Projected resources for 2005-2006 will remain in flux. Current budget changes at the state level have detrimental effects to the existing Fiscal Year budget of 2004. Forecasting future budgets so far in advance will not be accurate or financially responsible. We are taking pro-active measures to help us evaluate current financial programs by developing a USDA collaboration to help us develop a financial database for accountability and management of resources. Without having full breadth of financial

information easily available effective program management planning will not occur. Please view the Maryland Fiscal Year 2003 Appendix to view Estimated 2004 expenditures.

#### **4. Submission and Due Date**

The FY 2005-FY 2006 Plan of Work Update must be submitted by April 1, 2004, to the Planning and Accountability Unit, Office of the Administrator of the Cooperative State Research, Education, and Extension Service; U.S. Department of Agriculture. It is preferred that these FY 2005-FY 2006 Plan of Work Updates be submitted electronically to [bhewitt@csrees.usda.gov](mailto:bhewitt@csrees.usda.gov) in either WordPerfect file format, Microsoft Word file format, or ASCII file format. It also is requested that the FY 2003 Annual Report of Accomplishments and Results be submitted with the FY 2005-FY 2006 Plan of Work Update in order to facilitate a more efficient and comprehensive review for both CSREES and the land-grant institutions.

#### **5. Certification**

The FY 2005-FY 2006 Plan of Work Updates must be signed by the 1862 Extension Director, 1862 Research Director, 1890 Extension Administrator, and/or 1890 Research Director, depending on the planning option chosen.