

Department of Agronomy Personnel

Faculty and staff in Agronomy represent a tremendous investment in intellectual capacity and collectively represent one of Indiana's richest resources. Agronomy is one of the larger departments in the College of Agriculture with 52 faculty (nine adjunct USDA-ARS), 70 staff, and more than 250 undergraduate and graduate students. A list of our tenured and tenure-track faculty, as well as faculty with adjunct and courtesy appointments is presented in Tables 1.9 and 1.10. Abbreviated biographical sketches of faculty and AP programmatic leaders are found in Appendix A.

Faculty

Hoosiers continue to look to Purdue Agronomy to energize the state's economy and to position Indiana to be competitive globally. A balanced portfolio for the department includes expertise in the fundamental and applied sciences at multiple scales to ensure that our science and educational programs address immediate problems and anticipate future challenges. To remain competitive nationally and internationally, faculty facilitate strategic linkages across colleges, institutions, and organizations. Our programs in soil science and crop science are international in scope and were ranked third and sixth, respectively in the nation in a recent survey reported in the *Chronicle of Higher Education*.

Our tenured and tenure-track faculty are quite diverse (Table 1.9). We have been able to diversify our faculty by coordinating one of the most aggressive hiring initiatives in department history, with 17 new faculty hires in six years. Within the tenured and tenure-track faculty, we have eight assistant professors, five associate professors, and 30 professors. Three of our faculty have been recognized as "distinguished professors" which is the highest academic rank on campus, one faculty member holds an endowed chair, and three faculty have been selected for named professorships. Since 2002, we have increased the number of women faculty from six to nine, and faculty from underrepresented minority groups from three to seven.

We have a total of 38.55 FTEs with tenured and tenure-track faculty, an increase of 5.05 FTEs since our last review in 2002. Roughly 50 percent of our FTEs are allocated to research and 50 percent to education, of which 28 percent are dedicated to classroom teaching and 22 percent are dedicated to outreach. In addition, there are nine USDA-ARS scientists who hold adjunct faculty status in Agronomy (Table 1.10). Each has a 1.0 FTE in research, which contributes to our department research efforts in the earth, soil and crop sciences. Six of the USDA-ARS faculty are located in the USDA National Soil Erosion Laboratory within one block of Lilly Hall of Life Sciences. Three of the USDA-ARS faculty are located in offices in Agronomy in Lilly Hall and focus on plant genetics.

Faculty disciplines are quite diverse. Approximately half the tenured/tenure track faculty reflect disciplines in the soil and earth sciences and half reflect disciplines in the crop sciences. Research spans multiple scales from sub atomic to atmospheric. Faculty backgrounds reflect traditional agronomic related sciences as well as civil/environmental/industrial engineering, biology, biomathematics, hydrology, and

atmospheric sciences. Our department is a microcosm of the university; this collection of intellectual talent and diversity in expertise is unique to our department and is a tremendous strength that allows us to address problems from multiple disciplinary perspectives resulting in strategic synergies.

Six of our faculty have joint appointments with other departments. These faculty are:

Melba Crawford:	75% Agronomy/25% Civil Engineering
Rebecca Doerge:	25% Agronomy/75% Statistics
Kevin Gurney:	25% Agronomy/75% Earth and Atmospheric Sciences
Dev Niyogi:	75% Agronomy/25% Earth and Atmospheric Sciences
Suresh Rao:	25% Agronomy/75% Civil Engineering
Qianlai Zhuang:	25% Agronomy/75% Earth and Atmospheric Sciences

A number of our faculty hold partial administrative appointments. These faculty are:

Melba Crawford:	55% College of Agriculture and Engineering Deans Offices
Rebecca Doerge:	50% College of Science/Department of Statistics
Linda Lee:	50% Center for the Environment (Discovery Park)
John Graveel:	50% Office of Academic Programs (Ag. Administration)
Paul Schwab:	50% Office of Academic Programs (Ag. Administration)
Ron Turco:	25% Office of Agriculture Research Programs (Ag. Administration)

Table 1.9. Tenure and tenure track faculty

Name	Rank	FTE Appointment			Research Emphasis
		Teaching	Research	Extension	
Beyrouthy, Craig	Professor/Head	.33	.34	.33	Plant Root Ecology/Soil Chemistry
Bigelow, Cale	Associate Professor	.60	.15	.25	Turfgrass Science
Bowling, Laura	Assistant Professor	.30	.70		Watershed Hydrology
Brouder, Sylvie	Professor	.05	.35	.60	Plant Mineral Nutrition
Camberato, James	Associate Professor		.35	.65	Soil Fertility
Crawford, Melba	Professor	.15	.40		Earth Observation
Doerge, Rebecca	Professor		.25		Genomics, Quantitative Genetics
Ejeta, Gebisa	Distinguished Professor	.20	.80		Sorghum Genetics and Breeding
Grant, Richard	Professor	.20	.80		Agric. & Applied Meteorology
Graveel, John	Professor	.35	.15		Environmental Soil Science
Gurney, Kevin	Assistant Professor		.25		Biogeochemistry
Housley, Thomas	Professor	.80	.20		Plant Physiology
Jackson, Scott	Professor	.20	.80		Soybean Genomics and Mapping
Jiang, Yiwei	Assistant Professor	.25	.75		Turfgrass Physiology
Joern, Brad	Professor	.15	.30	.55	Nutrient Management
Johnson, Keith	Professor	.05	.15	.80	Forage Management
Johnston, Cliff	Professor	.20	.80		Soil Inorganic Chem./Mineralogy
Kladivko, Eileen	Professor	.25	.60	.15	Soils Physics & Soil Management
Lee, Linda	Professor	.20	.60		Environmental Organic Chemistry
Ma, Jianxin	Assistant Professor	.20	.80		Soybean Genetics
Nakatsu, Cindy	Professor	.20	.80		Molecular Microbial Ecology
Nielsen, Robert	Professor		.15	.85	Corn Production
Niyogi, Dev	Assistant Professor	.15	.35	.25	Climatology
Ohm, Herbert	Distinguished Professor	.30	.70		Small Grains Breeding
Owens, Phillip	Assistant Professor	.10	.65	.25	Soil Geomorphology
Rao, Suresh	Distinguished Professor		.25		Soil Physics
Reicher, Zachary	Professor	.20	.20	.60	Turfgrass Science
Rocheford, Torbert	Professor	.20	.80		Maize Genetics
Schulze, Darrell	Professor	.35	.65		Soil Mineralogy
Schwab, Paul	Professor	.20	.50		Environmental Soil Chemistry
Schweitzer, Lee	Professor	.90	.10		Plant Physiology
Snyder, Lori	Assistant Professor	.80	.20		Forage and Crop Management
Steinhardt, Gary	Professor	.50	.10	.40	Soil Management
Szymanski, Daniel	Associate Professor	.25	.75		Plant Molecular Genetics
Tuinstra, Mitch	Professor	.20	.80		Maize Genetics
Turco, Ronald	Professor	.15	.60		Soil Microbiology
Van Scoyoc, George	Professor	.85	.15		Soil Chemistry
Volenc, Jeffrey	Professor	.20	.70	.10	Forage Physiology
Vorst, James	Professor	.40	.10		Crop Management
Vyn, Tony	Professor	.05	.35	.60	Cropping Systems
Weil, Clifford	Associate Professor	.25	.75		Maize Genomics
Zhuang, Qianlai	Assistant Professor		.25		Biogeochemical Modeling
Vice Conley, Shawn	Assistant/Associate Prof.		.35	.65	Soybean Production
Vice Lee, Brad	Associate Professor	.05	.30	.65	Soils and Land Use
Total FTE		10.78	20.09	7.68	

Table 1.10. Adjunct faculty and faculty with courtesy appointments

USDA/ARS Adjunct Faculty					
Name	Rank	FTE Appointment			Research Emphasis
		Teaching	Research	Extension	
Anderson, Joseph	Adj. Associate Professor		1.00		Plant Molecular Genetics
Heathman, Gary	Adj. Assistant Professor		1.00		Hydrology
Huang, Chi-Hua	Adj. Professor		1.00		Soil Erosion & Water Quality
Hudson, Karen	Adj. Assistant Professor		1.00		Plant Molecular Genetics
Norton, Darrell	Adj. Professor		1.00		Soil Erosion
Pappas, Elizabeth	Adj. Assistant Professor		1.00		Hydrology
Scotfield, Steven	Adj. Assistant Professor		1.00		Plant Molecular Biology
Smith, Douglas	Adj. Associate Professor		1.00		Nutrient Fate and Transport
Stott, Diane	Adj. Professor		1.00		Soil Microbiology
Total FTE			9.00		

Adjunct and Courtesy Appointments			
Name	Appointment	Affiliation	Research Emphasis
Rochon, Gilbert	Courtesy	Information Technology at Purdue	Spatial Technologies
Schaffert, Robert	Adj. Professor	EMBRAPA	Maize & Sorghum Breeding & Genetics
Vierling, Richard	Adj. Professor	Indiana Crop Improvement	Crop Genetics

Post Doctoral Students/Visiting Scholars

The list of post doctoral students and visiting scholars in Agronomy as of July 1, 2008 is presented in Table 1.11. These two groups provide a rich source of international expertise to the department. Students and scientists from China and India comprise nearly two thirds of the countries represented in these groups, likely reflecting the rapid growth in science and education in these regions of the world.

Table 1.11. Listing of post doctoral students and visiting scholars as of July 1, 2008

Name	Citizenship	Faculty Mentor
Post Doctoral Students		
Boehm, Matthew	United States	Rich Grant
Du, Jiauchang	China	Jianxin Ma
Gao, Dongying	China	Scott Jackson
Gill, Navdeep	India	Scott Jackson
Kotchoni, Simeon	Benin	Dan Szymanski
Lawrence, Alfred	India	Rich Grant
Obura, Pamala	Kenya	Darrell Schulze
Sanyal, Abhijit	India	Scott Jackson
Schlueter, Jessica	United States	Scott Jackson
Tian, Zhixi	China	Jianxin Ma
Visiting Scholars		
Cabrera-Hernandez, Elizabeth	Mexico	Cliff Johnston
Liu, Xia	China	Chi-hua Huang
Lui, Huifen	China	Yiwei Jiang
Ramos Jareno, Maria	Spain	Cliff Johnston
Rivera, Luis	Peru	Gebisa Ejeta
Simond, Clair	Switzerland	Linda Lee
Tian, Kun (Annie)	China	Chi-hua Huang
Wu, Renren	China	Paul Schwab
Xianliang, Qiao	China	Linda Lee
Yan, Feng	China	Paul Schwab
Zhu, Liucun	China	Jianxin Ma

Administrative/Professional Staff

Overview

The Administrative/Professional (A/P) staff in Agronomy play a significant role in the daily operation of the department's administration, research, education, and extension activities. The A/P staff direct outreach programs, conduct research, assist in formal classroom education, and supervise laboratories.

A/P staff have salaried positions and do not have faculty status. Minimum qualifications for these positions generally require a bachelor's degree. Of the 35 A/P staff in the department, 54 percent have a bachelor's degree, 17 percent have a master's degree, and 23 percent have a doctorate. These positions encompass a wide range of responsibilities including: business managers, accountants, computer systems administrators, analysts/programmers, research scientists, analytical chemists, and professional laboratory technicians. Table 1.12 lists our A/P staff.

A/P staff are classified into three groups:

1. Management and Professional Staff
2. Administrative/Supervisory and Professional Assistant Staff
3. Operations Assistant and Technical Assistant Staff

Distribution of Agronomy Administrative/Professional staff by job classification:

Management Professional	5
Operations Assistant	2
Administrative Professional	28

The Administrative/Professional Advancement System

The Administrative/Professional Staff in Agriculture have an advancement system to recognize increased professionalism. This system provides: (1) a framework for meaningful review and advancement, (2) recognition and reward for excellence in the performance of assigned responsibilities, and (3) encouragement for continued professional achievement. The opportunity for advancement occurs once each year and is based on time in rank and job performance while at that rank.

The Agronomy Department has an advancement committee made up of five A/P staff who review advancement documents prior to forwarding them to the College of Agriculture for review. The department committee assigns a mentor to each person who submits a document. This mentoring program has proved very successful: Agronomy has a 100 percent advancement rate of documents forwarded to the college.

Number of advancements in the department since April, 2002:

Rank 3 to 4: 3

Rank 4 to 5: 12

Rank 5 to 6: 10

A/P Staff Awards

There have been ten Administrative/Professional Staff Advisory Committee (APSAC) Individual Professional Development Grants awarded to Agronomy staff members since 2002. The grants are awarded twice a year for professional meetings, conferences, and continuing education. The Agronomy Department Head provides a matching dollar amount for all successful grants.

Miscellaneous Items

The Agronomy A/P staff meet twice a year with the department head. At these meetings updates on the department, college and university are presented. The spring meeting provides time to elect replacements to the Advancement Review Committee as members rotate off. These meetings also provide a venue for presentations of interest to the staff such as “Healthy Eating on the Run” by a nutritionist and “Retirement Planning” by a TIAA/CREF representative.

There is a mentoring committee for new A/P employees in the department comprised of six A/P staff. This committee helps new employees get acquainted with the Purdue system by serving as a resource during the first few months of employment and making the new staff member aware of department, college and university requirements.

Table 1.12. Administrative/Professional staff as of July 1, 2008

Name	Position Title	Area	Rank	Supervisor
<u>Extension</u>				
DeVillez, Phil	Director	Variety Testing	5	Beyrouty
Eisenhauer, Brad	Programmer	Manure Management	3	Joern
Gerber, Corey	Director	Diagnostic Training Center	5	Beyrouty
Hess, Phil	Applications Analyst/Programmer	Manure Management	6	Joern
Scheeringa, Ken	Assistant State Climatologist	State Climate Office	6	Niyogi
<u>Research</u>				
Abernathy, Brian	Computer Programmer	Soybean Genetics	4	Jackson
Beaty, Jim	Superintendent	Agronomy Center for Research & Education	6	Beyrouty
Bischoff, Marianne	Res. Soil Microbiologist	Soil Microbiology	6	Turco
Carrero-Colon, Militza	Project Coord/Environ Path Info	Soil Microbiology	4	Turco
Cunningham, Suzanne	Res. Crop Physiologist	Alfalfa Physiology	6	Volenec
Fassnacht, Don	Turf Research Manager	Daniel Turf Center	5	Reicher
Futrell-Griggs, Montona	Research Associate	Soybean Genetics	3	Jackson
Hardebeck, Glenn	Research Assistant	Turf Research	5	Bigelow
LeRoy, Allen	Soybean Breeding Prof.	Soybean Breeding	5	Beyrouty
Lindell, Judy	Res. Molecular Biologist	Small Grains Breeding	6	Ohm
Monde, Rita	Research Scientist	Maize Genetics	3	Weil
Premachandra, G.	Research Agronomist	Soil Chemistry	5	Johnston
Rich, Patrick	Research Geneticist	Sorghum Genetics	4	Ejeta
Sassman, Steve	Analytical Chemist	Environ. Chemistry	5	Linda Lee
Shi, Ainong	Research Scientist	Genetics	--	Vierling
Weisenberger, Dan	Research Agronomist	Turf Research, Extension	6	Reicher
West, Terry	Research Agronomist	Cropping Systems	6	Vyn
Yacilla, Doug	Database/Web Programmer	Genomics Database Facility	3	Gribskov
<u>Teaching</u>				
Fulk-Bringman, Sherry	Laboratory and Outreach Coordinator	Soils Instruction	5	Van Scoyoc
Koliantz, Gregore	Teaching Laboratory Coordinator	Genetics Instruction	4	Beyrouty
Mansfield, Chuck	Extension Agronomist	Soils/Crops, Vincennes U.	6	Beyrouty
Wiercioch, Jane	Program Specialist	C.C.A. program*	3	Vorst
<u>Infrastructure & Miscellaneous</u>				
Delp, Kelly	Communications Specialist	Departmental	4	Beyrouty
King, Patsy	Business Assistant	Business Office	3	Smith/Beyrouty
Landreth, Clay	Network Systems Specialist	Department Network	4	Pluimer
Pluimer, Tom	Network Systems Admin.	Department Network	4	Beyrouty
Santini, Judy	Research Statistical Analyst	Statistical Consulting	6	Beyrouty
Spitznagle, Sandy	Administrative Asst.	Department Admin.	5	Beyrouty
Stath, Ed	Building Deputy	Lilly Hall	6	Beyrouty
Strack, Nancy	Network Systems Specialist	Department Network	4	Pluimer

* C.C.A. = Certified Crop Advisor Program

Clerical and Business Office Staff

Many of the clerical staff support specific areas such as extension, teaching, research, turf, graduate, and undergraduate programs. They provide support for 52 faculty members and some of the 35 A/P staff. In 2002, there were 11 clerical and three business office personnel; today, there are 7.25 clerical staff and 3.75 business office personnel in the Agronomy Department (Table 1.13). The Agronomy clerical and business office staff is an experienced group, most have served the department for five years or more. Five clerical and business office staff advanced to Level 5 (the highest advancement level) since 2002.

The responsibilities of each clerical position varies but generally include:

- Providing routine clerical support (type, file, answer telephone, make travel arrangements, order supplies, photocopy)
- Writing, editing, proofreading and formatting written material
- Coordinating and attending meetings
- Serving on department committees
- Serving as contact for faculty, staff and students

Depending on specialty areas some clerical positions also include:

- Coordinating department events, conferences, field days, and workshops
- Designing flyers, brochures, posters, and interactive forms
- Maintaining department Web pages
- Assisting with faculty searches and interviews
- Assisting with grants and contracts
- Coordinating undergraduate and graduate program scheduling, communication, scholarships, etc.

The responsibilities of the Business Office staff include:

- Purchasing for all faculty/staff
- Reconciling credit cards
- Managing sponsored program funding
- Processing all travel requests and travel reimbursements for faculty/staff
- Processing payrolls for all faculty/staff
- Processing consultant, personal, invoice and utility payments, and subscriptions
- Working with international students/staff to prepare visa documents for entry to U.S.
- Tracking and billing vehicles in the vehicle pool

Accomplishments of the clerical and business office staff since last review

- Monthly group meetings to enhance communication
- Revised performance review process in 2003
- Clerical and business office staff retreats in 2003, 2006, 2007, and 2008
- Developed a skills summary of the clerical staff
- Initiated a clerical and business office Professional Development Plan

Table 1.13. Agronomy business office and clerical staff as of July 1, 2008

Name	Title	Level	Supervisor
Business Office			
Hufford, Jill	Account Clerk	4	King
Myers, Sherron	Account Clerk	4	King
Orth, Judy	Account Clerk	4	King
Warren, Brenda	Account Clerk	5	King
Clerical Staff			
Biehl, Jennifer	Secretary/MRTF*	5	Spitznagle
Boone, Cindy	Secretary	4	Spitznagle
Clymer, Karen	Grad/Undergrad Secretary	5	Spitznagle
Dillworth, Angela	Secretary	4	Spitznagle
Fisher, Jo Anne	Secretary (25% in AGRY)	4	Spitznagle/ Mow
Foster, Connie	Clerk/Receptionist	4	Spitznagle
Foushi, Dawn	Secretary/Schedule Deputy/NRES**	5	Spitznagle
Green, Lisa	Secretary/Extension	5	Spitznagle

* MRTF = Midwest Regional Turf Foundation

** NRES = Natural Resource and Environmental Science undergraduate program

Service Staff

Service staff employees are skilled in the laboratory, greenhouse, field, or some combination of these areas (Table 1.14). In addition, some supervise undergraduates and/or part-time help and act as laboratory or greenhouse managers. Service staff typically order the supplies and equipment necessary to keep research and fieldwork going. Some have been co-authors on articles in refereed journals while others have directly contributed data used in journal publications and/or as preliminary data in grant proposals written by their supervisors.

Service staff have a range of academic degrees; 8 percent have a masters degree, 54 percent have a bachelors degree, 4 percent have an associates degree, and 34 percent have a high school diploma. Of those with a high school diploma as their highest degree, 37 percent have had some college-level classes. There is also a range in years of service to the department; 46 percent have less than 5 years of service and 25 percent have greater than 10 years of service.

The service staff currently meet with the department head twice each year to discuss items of importance. At these meetings, updates on the department, college and university are presented. These meetings also provide a venue for presentations of interest to the staff.

Outreach and Public Interaction

Service staff also represent the Agronomy Department and Purdue University at department events and contribute toward education of the public. Some staff members have been involved with outreach activities at Spring Fest, FFA National Convention, Purdue Career Fairs, Agronomy Field Day, Farm Progress Show, Invention Convention, and science fairs for elementary school students.

Some service staff also represent the university and department by meeting with sales representatives that come to labs. They also interact with other departments and laboratories on campus and represent their supervisors.

Table 1.14. Agronomy service staff as of July 1, 2008

Name	Title	Level	Supervisor
Breen, Tara	Laboratory Technician	6	Weil
Cortus, Scott	Instrument Technician	8	Grant
Daniels, Dacia	Laboratory Technician	6	Weil
DeArmond, Niki	Laboratory Technician	9	Brouder
Fleury, T.J.	USDA/ARS	*	Anderson
Foster, William	Agronomy Technician	8	Devillez
Galbraith, Jean	USDA/ARS	*	Hudson
Garner, William	Farm Technician	8	Beaty
Gretencord, Shane	Agronomy Technician	8	LeRoy
Heller, Megan	Agronomy Technician	8	Turco
Hofmann, Brenda	USDA/ARS	*	Huang
Jones, Steve	Farm Technician	8	Beaty
Leduc, Leonie	Laboratory Technician	6	Weil
Lemming, Terry	Agronomy Technician	9	Ejeta
Li, Wei	Laboratory Technician	6	Vyn
Linvill, Andy	Agronomy Technician	8	Tuinstra
Mallery, Eileen	Research Technician	8	Szymanski
McFatrige, Dan	Laboratory Technician	9	Ohm
Posch, Danielle	USDA/ARS	*	Anderson
Steiner, Ronald	Agronomy Technician	8	Stath
Wetli, Brad	Farm Technician	8	Beaty
Wolf, Jenafer	Instrument Technician	8	Grant
Zachariah, Steve	Maintenance Mechanic	9	Beaty

* USDA employees do not have the same rank system as Purdue employees.

Personnel Distribution

The distribution of faculty and staff among our mission areas is presented in Table 1.15. Approximately two-thirds of our departmental FTE's are dedicated to research activities. The other third of our departmental FTE's are split nearly equally between classroom teaching and extension education.

Table 1.15. Personnel FTE distribution by program area as of July 1, 2008
Including funding source for salaries (recurring = "Hard"; non-recurring = "Soft")

	Teaching	Research	Extension	Total
Professor	7.83	13.49	4.98	26.30
Associate Professors	1.15	2.30	1.55	5.00
Assistant Professors	1.80	4.30	1.15	7.25
Administrative Professional				
Hard Funds	3.81	11.83	2.57	18.21
Soft Funds	0	11.86	2.05	13.91
Service Staff				
Hard Funds	0	7.22	0	7.22
Soft Funds	0	12.28	0	12.28
Clerical Staff				
Hard Funds	2.76	4.88	2.61	10.25
Soft Funds	0	0.50	0	.50
Total	17.35	68.66	14.91	100.92