Core Values (**What we believe in**)  
We are in the business of empowering human capacity with knowledge and wisdom. In everything we do, we value:

- Excellence  
- Integrity and Ethics  
- Creativity and Innovation  
- Science-Based Scholarship  
- Inclusiveness and Collegiality

**Vision (**What we are going to be**)  
We will be the best agricultural and biological engineering department in teaching, research, and outreach, while integrating biology and engineering and maintaining a collegial environment that emphasizes professional and personal development.

**Mission (**What we are going to do/for whom**)  
We integrate life and engineering for enhancement of complex living systems by providing student-centered educational experiences in engineering and systems management, by conducting high impact research, and by delivering value-added information, knowledge, and wisdom.

**Domains (**Disciplinary relevance and impact**)  
We contribute to engineering and management of complex food, agricultural and biological systems. Departmental emphases include:

- Bio-Based Processing and Production Systems  
- Biomass and Renewable Energy  
- Precision and Information Agriculture  
- Agricultural and Biosystems Management  
- Agricultural Safety and Health  
- Food Quality and Safety  
- Environmental Stewardship  
- Land and Water Resources  
- Spatially Distributed Systems  
- Structure and Facilities for Living Systems
• Indoor Environmental Control
• Bio-sensors, Bio-instrumentation, Bio-informatics, and Bio-nanotechnology
• Intelligent Machinery Systems
• Automation of Biological Systems
• Advanced Life Support Systems

**Goals (Where we are going to succeed)**

To fulfill our mission, our strategic goals are to:

• Enhance Student Recruitment and Retention
• Integrate and Enhance Curricula
• Increase Resources
• Design Organization to Advance Strategic Thrusts
• Strengthen Faculty Capacity

**Indicators of Success (How we are going to measure success)**

We measure our progress towards the strategic goals as follows:

• Enhance Student Recruitment and Retention
  ➢ Number of recruitment events participated
  ➢ Number of faculty involved in recruitment events
  ➢ Student numbers and class size
  ➢ Retention rate
  ➢ Number and value of scholarships and fellowships
  ➢ Placement rate
  ➢ Level of entrance requirements (ACT and HSPR)
  ➢ Number of student applications
  ➢ Teaching evaluation scores

• Integrate and Enhance Curricula
  ➢ Time to completion of degree
  ➢ Section size in combination with credit hours offered
  ➢ Number of courses taught in ABE and TSM
  ➢ Results of Outcome Assessment
  ➢ Coordination of subject matter content among courses
  ➢ Measure of bio-content in courses

• Increase Resources
  ➢ Grant, contract, and gift dollars per faculty FTE
  ➢ Amount of indirect cost return
  ➢ Number and value of external support for graduate students
- Number of instructional units
- Number and value of revenue generating activities (e.g. recurring accounts, workshops, short courses, outreach programs, etc)
- Measure of engagement in advancement activities
- Endowed chair professors
- Endowed capstone design instruction
- Endowed student recruitment and retention fund
- Endowed graduate fellowships
- Endowed undergraduate scholarships
- Endowed ABE I Seminar Series
- Endowed support for continuous updating of teaching and research facilities and equipment
- Endowed support for student field instruction and international experience
- Endowed support for alumni awards

- Design Organization to Advance Strategic Thrusts
  - Frequency of review and revision of organizational structure and administrative processes
  - Number of cross sectional proposals
  - Number of co-taught courses
  - Number of co-advising
  - Evaluation of changed administrative structure

- Strengthen Faculty Capacity
  - Number of endowed chairs
  - Number of underrepresented faculty hires (through TOP and regular search)
  - Number of Faculty Excellence hires
  - Time and funding progress to create bio-faculty
  - Number of faculty participating in two-way externships
  - Number of faculty participating in Sabbatical leaves
  - Number of faculty participating in professional and leadership development activities