



**DEAN'S RESPONSE TO PROGRAM REVIEW**  
**BS Animal Science**  
**College of Agriculture**

*The purpose of the Dean's Response is to highlight the strengths and opportunities within the program, aiding the prioritization of the program's action plan. It allows the dean to offer support to the program, identify common interests across programs within the college and Cal Poly Pomona, and connect relevant resources on- and off-campus. Encapsulating these efforts helps align priorities for continuous improvement, and attempts to meet identified resource needs.*

Date(s) of External Review: September 12 and 13, 2022

External Reviewers: Jason Bruemmer (USDA/Colorado State University) and Fernando Campos-Chillon (Cal Poly, San Luis Obispo)

Date of Internal Review: September 21, 2022

Internal Reviewers: Amalia Llombart (English and Modern Languages) and Linchi Kwok (Hospitality Management)

Meeting date with department chair(s): **To be arranged by Dept Chair**

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**Key Strengths of the Program.** *Provide a list of the top (5 or less) program strengths. Further details are only necessary if they are absent from the self-study, external review report, internal review report, or department response.*

The Animal and Veterinary Science Department submitted a thorough Self-Study document (65 pages plus appendices) for the Animal Science Program. Quality and other aspects of the program and of the faculty were discussed in detail. The internal reviewers provided a detailed discussion on strengths under the following areas: Inclusive Polytechnic Identity, Assessment, GI2025 Initiative, Technology, and Infrastructure/Organization. As noted by the external reviewers, department faculty are dedicated and care for the students and have made a tremendous effort to accommodate an overwhelming number of students. Also noted was the high success rate of admissions into professional veterinary school. Campus location in a large and diverse urban area was also mentioned as a strength. Additional strengths highlighted by the Dean: diversity of faculty and student body in the department, the college, and the university. Animal facilities are an important resource in terms of supporting the teaching and scholarly activities of the program under Cal Poly Pomona's "learn by doing" educational approach. Scholarly activities of the department faculty, including collaborations with colleagues outside the department and the participation of undergraduate students in research activities. Last, a body of quite capable high quality lecturers has helped the department maintain course offerings.



**Priorities for Action.** Provide a prioritized list of the top (5 or less) areas of improvement for the program. Further details are only necessary if they are absent from the self-study, external review report, internal review report, or department response.

The Department produced item-by-item responses to the reports submitted by the internal and the external reviewers. They also prepared a 4 1/2-page Post-Self Study Action Plan. The Dean concurs and supports the department's action plan. The department listed short-term and long-term priorities in the following areas: Student/Faculty ratio, students, staff, program/curriculum, student learning and assessment and facilities.

In the Dean's view, the most critical of the priorities is the recruitment of additional tenure-track faculty. Since the review was conducted, one new faculty member was recruited. The department is conducting searches to fill three additional tenure-track positions in the AY 2023-2024. Department workload challenges should be improved with additional faculty hires. If successful, the net gain after the searches conclude would be an increase of 2.5 full time-positions since one tenured faculty member has announced retirement, with FERP participation (0.5), at the end of the current AY. Also, one of the current searches is specific to support mostly the Animal Health Science program. Therefore, for the Animal Science program the net gain will be 1.5. In terms of staff support, the Dean concurs that current staff support is inadequate. The Academic Affairs Division is conducting an evaluation of staff support resources across departments. We hope that after the evaluation concludes additional staff support will be allocated to support the AVS Department.

Improvement of facilities is another critical priority for action. Thanks to an 18.75 million allocation by the State of California, funding is available for improvements in this area. Most of the funding is supporting projects in the Plant Science and AVS departments. The department is already in the process of using the funding to achieve significant improvements. Not all existing needs can be addressed with the funding and therefore Advancement efforts to bring in additional non-State resources remain important.

**Additional Comments** (optional):

**Dean's Name:** Martin Sancho-Madriz, Interim Dean

**Dean's Signature:** \_\_\_\_\_ Martin F. Sancho-Madriz

**Date:** 2/22/2024