



College of Agricultural &
Environmental Sciences
UNIVERSITY OF GEORGIA

FIVE-YEAR VISION



Together, the College of Agricultural and Environmental Sciences (CAES) is working to ensure the production of nutritious, safe and sustainable foods, the health of our planet and the well-being of the people on it.

In every place that CAES has a presence, we work to protect the security of agriculture and the environment, recognizing that the advancement of agricultural and environmental sciences is critical to our future.



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“It is a long-term goal to have CAES recognized on a national level as the No. 1 land-grant institution in the United States. We will move closer to reaching this goal by implementing and celebrating our core values.”

– **Nick T. Place**, CAES Dean and Director

CAES Core Values

Integrity

Collaboration in the workplace can only be successful if CAES upholds transparency and honesty in our working relationships. At CAES, we want to make sure we are consistently doing the right thing for the right reasons, treating all with fairness and establishing trust with our colleagues.

Innovation

Our work at CAES is novel, creative and cutting-edge. At CAES, we are forward thinkers who lead by discovery and are comfortable with disrupting the status quo. We incentivize leaders who take risks that lead to new ideas for the good of agriculture and the environment.

Leadership

With a clear vision and confidence in our strategy, we act as leaders in our respective fields. At CAES, we foster a culture that builds mentors and role models for our students and peers, inspiring others to follow and engage with us. We aim to lead with open communication and accountability while holding team members to high standards.

Impact

At CAES, we put great emphasis on making an impact both locally and globally. We strive to ensure that our work has positive returns for partners, the university and the agricultural community. CAES solves problems that impact the world we live in and the communities we serve.

Respect

Every person that works at CAES or interacts with CAES should feel valued and appreciated. CAES is an organization that is inclusive of all people and their cultures. We actively show appreciation and empathy for those we work and interact with and embrace diversity of thought, perspective and background.

Excellence

CAES strives to bring our best and highest standards to our workplace and relationships. In each and every engagement, we are committed to improving continuously, always striving for better. We highly value the satisfaction of our clients and key stakeholders.



Internally, what steps do we need to take to be No. 1?

It starts with a shift in culture:

- Recruit, retain and mentor the best and brightest faculty, staff and students who will collectively elevate CAES
- Promote and expect transparent and professional internal communications from leadership, minimizing top-down leadership communication culture and encouraging grassroots engagement
- Center the college around a unified mission and vision while stepping away from siloing teaching, research and Extension goals
- Provide, fundraise and build world-class facilities with uniquely advanced equipment, buildings and infrastructure
- Shift the culture at CAES at all levels to set an exemplary standard of professionalism and respect, clearly communicating high expectations among faculty and staff
- Place a higher emphasis on building and improving relationships with key stakeholders, policy makers and external partners
- Provide operational excellence and support in finance, administration and communications
- Boost our interactions and high-impact engagements with industry partners through student internships and employment, dollar investments and number of projects
- Elevate support for grants and contracts, allowing faculty to apply for and administer the process with success and ease
- Improve our HR functions to make hiring, personnel support and training efficient and effective

Examples of CAES' top priorities to best serve Georgia's agriculture and environment community and economy:

Build out our consumer education efforts to better...

- Educate the public about commodity production and food systems
- Steward our natural resources
- Protect against food security challenges
- Help consumers understand where their food comes from

Enhance our food and fiber production efforts to...

- Build on and implement integrative precision agriculture
- Grow our rural economy and workforce
- Maximize yield and profitability of commodity products
- Encourage sustainability and environmental stewardship for generations to come
- Guard against food insecurity

Elevate our CAES presence through research, advocacy and education in the urban agricultural space to...

- Better communicate, understand and reach audiences and clientele in the metro areas
- Develop and maintain sustainable cities through increased research efforts
- Showcase the college's leadership and advancement in innovation and technology to key demographics in metro areas
- Maintain and grow close, intentional connections to partners and communities in the metro Atlanta area to raise the visibility and reputation of CAES
- Capitalize on the nexus of food production in urban settings

Advocate the expansion of rural broadband for continuing education and training...

- To lead to better e-commerce access for rural economies
- To improve commodity production and profit margins with internet-reliant integrative precision agriculture
- To equip rural economies with greater technological availability
- To connect the rural workforce to educational opportunities



What can we do as a college to strengthen our national and international standing?

Promote excellence in teaching, research, and Extension

- Expand experiential learning opportunities for students
- Promote academic access and success for all students, with critical consideration for underrepresented, rural, first-generation and other underserved students
- Increase endowed support for faculty and students and increase commitments to priority CAES campaigns
- Bolster our global impact and presence by increasing grant and federal grant expenditures, publications, graduate student enrollment and postdoctoral research associates
- Use innovative technologies that will expand teaching opportunities for students and external clientele
- Elevate facility-centered support for grants and contracts
- Evolve and strengthen the CAES and Extension brands and communication strategies to remain relevant to modern, diverse audiences
- Elevate our classes, programming and opportunities within the college and around the state to attract new generations of students and appeal to the demands of current and future Georgians
- Continue to strengthen results-driven 4-H and FACS initiatives to better serve families, youth and communities in Georgia through our Extension programs

CAES is working diligently to feed the world, protect the environment and innovate industry. By tackling the world's critical challenges as a united CAES family, we can make great progress in being recognized as the No. 1 agriculture school in the nation.

Engage our key stakeholders and external partners

- Encourage faculty, staff and alumni to communicate with and listen to their respective stakeholder groups to better understand the needs of our strategic partners
- Utilize Extension's great reach, in-person and virtually, through programming around the state, modernizing the Extension brand to best serve our constituents
- Welcome government officials to tour and experience our research, teaching and Extension facilities to showcase what is happening within and around CAES
- Collaborate with industry leaders to drive interdisciplinary research and commercial activity
- Discover new funding resources to diversify our funding portfolio and support the growing needs of the college (e.g., critical infrastructure needs, Rural Scholars Program, state-of-the-art facilities)
- Enhance intentional communications about the college's strengths in research, innovation and entrepreneurship
- Instill a culture of sustained pride and philanthropy in key stakeholders, including alumni and current students

Celebrate the great strides that technology and innovation has and will bring CAES

- Develop a marketable workforce that meets current demand and is equipped with skills and training to take the U.S. into new agriculture innovations
- Encourage the use and deployment of technology in the agricultural and environmental sciences to remain competitive
- Utilize our digital delivery systems and digital platforms to reach more audiences (number of people reached and more diverse audiences by demographics and backgrounds)
- Update our online presence for both college and Extension audiences
- Capitalize on digital marketing efforts and optimized online campaigns to target audiences efficiently and accurately
- Showcase agriculture as a critical science and address important emerging issues in agriculture and the environment