UT INSTITUTE OF
Agriculture
News for Employees, Students & Friends October 2005

UTIA REPORT CARD OFFERS YOU THE CHANCE FOR INPUT

In his first **State of the Institute Address**, Vice President **Joe DiPietro** announced plans to implement a yearly **UTIA report card**, which employees can use to assign grades to performance areas of the Institute. Areas to be covered include personnel, compensation, diversity, academic programs, physical plant and facilities, and others.

The report card is available online through October 23. See page 3 for details. Also online is a **.pdf file of the PowerPoint presentation** from the State of the Institute Address. DiPietro encouraged employees to review it and do their homework before assigning grades to the report card. Results will factor into planning and future decisions for UTIA and be discussed at next year's Institute address.

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A GUIDE TO AUTUMN'S CHANGING COLORS

Yellow feathers, rusty stars, red and maroon hearts—what makes a canopy of colorful shapes drift onto autumn lawns? The **UT Forest Resources Research and Education Center** has the answers as it offers virtual visitors a guide through fall's magical color show.

The Web site, http://forestry.tennessee.edu/fallguide.htm, explains how sunlight, moisture, and temperature combine to create each year's unique palette. Center Director **Richard Evans** says the site sheds some light on the chemistry of the season in an easy-to-read format.

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4-H GIANT PUMPKIN CLUB BREAKS RECORD

The **Lawrence County 4-H "Giant Pumpkin Club"** was established as an after-school project this spring, meeting weekly at the Extension garden with around a dozen 4-H'ers involved in the effort. In addition to growing two Atlantic Giants at the Extension office, each participant germinated a plant to take home. In September, the club carried its largest pumpkin from the Extension garden to the giant pumpkin weigh-off at the State Fair. The 4-H pumpkin weighed in at 1,078 pounds, **winning the weigh-off** and **shattering the existing state record** of 841 pounds. TSU Extension Horticulture and 4-H Agent Wendel Smith says "this has been exciting, with quite a bit of positive media coverage for 4-H. If any of you would like to try this in other counties, let me know, and I'll be glad to talk with you. Kids (of all ages) love pumpkins!"



Employee Assistance Program offers a helping hand

See inside

third thursday

RESEARCH IMPACT RECIPIENTS LEAD BY EXAMPLE

by Thomas H. Klindt, Interim Dean
Tennessee Agricultural Experiment Station

For a decade, the **Experiment Station** has sponsored the **Research Impact Award**. This hallmark award is designed to recognize those who through creativity, hard work, intellect and perseverance have made a substantial impact on the agricultural industry. A plaque with all recipients' names hangs in the Experiment Station's office. When retrieving it after having added the most recent name, I reflected on the accomplishments of those whose names were engraved. It reminded me of why we are here and what is possible.

Charlie Graves was the first recipient. For years, he oversaw a comprehensive and absolutely objective variety trial program. His was the one publication which couldn't be delayed lest seed dealers remind us that they had to order seed based on his results because that is what farmers would demand. **John Bradley** didn't start no-till, but received the award for bringing it to life. His work at Milan put no-till into our vocabulary and onto the land. **Al Chambers**' systems approach to plant disease management reached across agronomic practices. His applied research on row crop diseases was the definitive basis for plant disease management in Tennessee and surrounding states.

Darrell Mundy's exacting research on tobacco handling efficiency led to the development and use of low-tier barns, cutting time and effort from one of farming's most labor intensive tasks. **Steve Oliver**, through fundamental and applied research programs, never lost sight of the goal: diminishing the impact of dairying's most costly disease, mastitis. He developed systems to mitigate the disease while pursuing the goal of prevention or cure. **John Wilkerson** exudes creativity. Among his many inventions is the cotton flow sensor, now imbedded in cotton pickers for use in yield monitoring for precision agriculture. **Bob Hayes** developed economical weed management systems to enable continued crop production on some of the nation's most erodible soils. His research built the foundation for no-till weed management in the Southeast and contributed to UT being recognized as the world leader in no-till production technology.


Thomas H. Klindt

Scott Schlarbaum's nationally known hardwood tree improvement program has for many years produced improved genetic material for the region's forests. By working with partners throughout the industry he has leveraged his ability to provide hundreds of thousands of genetically improved trees to forest owners. **Bob Miller** is the country's preeminent tobacco breeder. Most tobacco varieties grown in the world were either developed by him or trace their parentage to his research. **Vince Pantalone** uses the best of traditional breeding and molecular genetics to develop elite varieties of soybeans. His varieties are the benchmark against which new varieties are judged. **Kelly Tiller** was the 2006 recipient. Her policy analysis, dedicated work with Congressional subcommittees, and lucid explanations to producers were instrumental in making the tobacco buy-out a reality.

These are the Research Impact Award recipients. They have given the Experiment Station a solid reputation for objectivity and value. The passion they have exhibited for making a difference in the world is worthy of the Land Grant university's mission and worthy of emulation. They have carved a path that others will follow.

EMPLOYEE ASSISTANCE PROGRAM OFFERS A HELPING HAND

The **UT Employee Assistance Program (EAP)** is designed to provide free, confidential assistance to help employees and their families resolve problems that influence their personal lives or job performance. Spouses and dependent children of employees also qualify for EAP benefits.

The program is available to all UT employees and their immediate families. In addition to the Knoxville campus contact, the state EAP provides **free short-term counseling**, **financial counseling**, and **brief legal advice** for regular employees scheduled to work at least 75% (30 hours per week) time.

The State of Tennessee EAP contact is **Magellan Health Services** (800) 308-4934. In the Knoxville area, if you have questions, call (865) 974-6018.

The EAP provides anonymous, free confidential personal self-assessments about alcohol use; anger management; anxiety disorder; depression; and eating disorders. Self-tests are also available to assess the following issues: career motivation; conflict management; emotional intelligence; goal setting; nutrition knowledge; self-esteem; and stress (SRR scale).

The new enhanced online service is available at www.magellanhealth.com under "assessments." You may enter as a registered or unregistered user. Results are given immediately

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AUTUMN'S COLORS, *from page 1*

"Each fall as the chlorophyll in the leaves drops, current weather conditions help determine how vibrant the hues become," Evans said. However, the forestry expert explained that weather conditions throughout the growing season also influence each autumn's display. For example, a late summer drought delays fall color, and rainy days during peak coloration decrease intensity. Moderate, cool temperatures translate into the brightest color, while frost browns the landscape. "Colors are determined by the sugars trapped in the leaves as the chlorophyll levels drop," Evans said. "How fast the transformation occurs is up to Mother Nature."

Changing Colors of Leaves, a UT Extension publication by **Wayne Clatterbuck**, associate professor of forestry, provides further details. It can be downloaded for free from www.utextension.utk.edu/publications/spfiles/SP529.pdf.



In addition to some simple science lessons, the Research and Education Center Web site also features a guide to leaf colors by species and a link to the state of Tennessee's fall color Web site, which predicts where and when fall colors will be most intense. Evans invites the public to view some of East Tennessee's finest fall colors at the **UT Arboretum** in Oak Ridge. The 250-acre arboretum features more than four miles of walking trails of various lengths. As a research and education facility, it maintains more than 800 native and exotic woody plant species, varieties, and cultivars.

UTIA Events & Happenings

Oct. 17-19, **Sunbelt Ag Expo**
www.sunbeltexpo.com

Oct. 17, **VSW Pet Loss Support Group**
http://www.vet.utk.edu/

October 21, **Fall Folklore Jamboree**
http://milan.tennessee.edu

EAP, *from page 2*

after completing a screening test. Remember, if you score as a potential problem, you may contact the EAP for a personal counseling session.

EAP Free Seminars on a range of topics are available through the state EAP as well and can be offered at your worksite for a minimum of 15 participants. For more information, contact the Statewide EAP Office at (615) 741-1925.

INSTITUTE ADDRESS A CHANCE TO CELEBRATE ACCOMPLISHMENTS

Just a few weeks ago I had the opportunity to present the 2006 State of Institute address. As you might expect there's been a lot I have learned about the Institute since I arrived on campus about eight months ago now. But, in preparing for the talk I learned a great deal about all that we accomplish in a year, the recognitions our faculty, staff and students receive, the breakthroughs in research that translate to real solutions for our constituents, as well the funds that through your efforts we secure, which keep our research, teaching and extension programs strong and vibrant.

The process made me reflect on and appreciate the fact that, in reality, it is people who get the work done, improve our reputation, and make others recognize our excellence. Also, it emphasized an axiom of mine that faculty, staff, and students are the real magicians while administrators are magician's helpers who should focus on facilitating what is needed and providing an environment that fosters success.

Frankly I was impressed with what the Institute accomplished during the past year and proud. It made me wonder how you might feel we are doing. As many of you know, during my talk I announced that we would be asking you for your opinions about how you think the University of Tennessee Institute of Agriculture is performing via a UTIA Report Card. If you have not already done so, I urge you to fill out the report card by logging on at the following web site: https://agriculture.tennessee.edu/UTIAReportCard/login.htm. Responses will remain anonymous, and plans include providing you with results once we have collected the data. Hopefully the process will help us know how we feel we are doing and how we might develop strategies for improvement. I would be grateful if you could take the time to complete the report card by October 23rd Thank you for all of your hard work and efforts that advanced the UTIA's mission and reputation during the past year. Should you have questions please feel free to contact me.

All the best,

Joe



GROUPS ADDRESS UTIA ISSUES

Did you know that the Institute has two organizations charged with identifying and addressing issues of concern to the Institute's employees?

The **Employee Relations Committee** (ERC) meets bimonthly and serves as an advocate for the Institute's non-exempt employees statewide.

At a recent meeting, topics ranged from policy interpretations to potholes in parking lots. If you have an issue or question, contact one of the committee members. Members serve two-year terms, and elections will be held later this fall.

Joining Vice President **Joe DiPietro** on the committee are **Debbie Bowles**, medical administrative specialist, CVM Hospital Operations; **Alan Chesney**, executive director, Human Resources–Knoxville; **Hollis Davis**, service assistant, West Tennessee Research and Education Center; **Gina Galyon**, clinical specialist, Small Animal Clinical Sciences; **Veronica Gibson**, research coordinator, Entomology and Plant Pathology; **Mary Gilbert**, administrative support assistant, Davidson County 4-H Program; **Teresa Jennings**, community outreach program administrator, Comparative Medicine; **Leann McElhaney**, accounting specialist, College of Agricultural Sciences and Natural Resources; **Clyde Mellon**, poultry research service supervisor, East Tennessee Research and Education Center; **Bennie Nuchols**, service assistant, West Tennessee Research and Education Center; **Wyveta Percell**, research technician, Entomology and Plant Pathology; and **Carol Raxter**, executive secretary, Human Resources–Knoxville.

For more about the ERC, contact Carol Raxter at (865) 974-5153.

The Institute also has an Advisory Council, whose focus is more broad in representation. The council is charged with considering, advising, and recommending policies and procedures that concern the missions and programs of the Institute and the general welfare of its faculty, staff, students, and others that it serves.

Members are elected to three-year terms, and the council usually meets three times annually. The council maintains a Web site where minutes are posted, as well as information on its current activities and contact information for its members. The Web address is http://advisory.tennessee.edu/.

Current Advisory Council members are as follows. Representing the Agricultural Experiment Station are **Ernest Bernard**, Entomology and Plant Pathology; **Vince Pantalone**, Plant Sciences, Chair-Elect; **Bonnie Ownley**, Entomology and Plant Pathology, Past-Chair; and **Barry Sims**, Research and Education Centers. Representing UT Extension are **David Yates**, TAAA&S; **Darrell Hale**, TN Association of Extension 4-H Workers; **Connie Heiskell**, Extension Regional Director/Program Leaders, Council Secretary; **Mary DeFoor**, TN Association of Extension Family & Consumer Sciences; **Gary Bates**, Extension State Specialists; and **Betty Neilson**, County/Area Extension Agents/Specialists.

Representing the College of Agricultural Sciences and Natural Resources are **David Buckley**, Forestry, Wildlife & Fisheries; **Svetlana Zivanovic**, Food Science and Technology; and **Arnold Saxton**, Animal Science, Member-at-Large. Representing the College of Veterinary Medicine are **David Edwards**, Pathobiology, Chair; **Robert Holland**, Large Animal Clinical Sciences; and **Edward Ramsay**, Small Animal Clinical Sciences. Representing the Faculty Senate are **Nancy Howell**, CVM Caucus Chair; and **Richard Heitmann**, CASNR/Extension Caucus Chair.

In addition to these groups, members of UT's Faculty Senate also serve as advocates for Institute needs and interests, as do members of UT's Exempt Staff Council. Current ESC representatives are **Herb Byrd**, assistant to the Dean, UT Extension, **Janet Jones**, clinical director, Small Animal Clinic, and **Theressa Cooper**, program coordinator for retention, CASNR.

Faculty Senators are as follows. Representing the College of Agricultural Sciences and Natural Resources: **John Ammons, Carl Sams, Gary Bates, Richard Heitmann, Bill Klingeman, Mark Windham, Max Cheng** and **John Mount**. Alternates are **Michael Essington, Judy Grizzle, Carl Jones, Gina Pighetti, Tim Young**, and **Svetlana Zivanovic.**

Representing UT Extension is **David Lockwood**. Representing the College of Veterinary Medicine: **Bill Adams, Nancy Howell, Diane Hendrix, Linda Frank**, and **Stephen Kania**. Alternates are **Bob Donnell, Melissa Kennedy, Margo Holland**, and **Federica Morandi**.

SUPERVISORY NEWSLETTER NOW ONLINE

UT's new **supervisory newsletter** now has a Web presence. You may access the publication by visiting http://uthr.admin.utk.edu/tandd/default.html and following the publication link at the bottom right of the page. The current issue focuses on the sick leave bank, worker's compensation, and family medical leave. **David Bowman** produces the newsletter, and you can sign up to receive it electronically by sending a request to dbowman@tennessee.edu.

NEWS AROUND THE INSTITUTE

Animal Science Professors **Stephen Oliver** and **Gary Rogers** received national awards at the July annual and centennial meeting of the American Dairy Science Association in Minneapolis. Oliver was the recipient of the 2006 Pfizer Animal Health Physiology Award, which recognizes outstanding research in dairy cattle physiology. He has been a leader in mastitis research for the past 25 years, is co-director of the UT Food Safety Center of Excellence and is editor-in-chief of *Foodborne Pathogens & Disease*. Rogers received the 2006 J. L. Lush Award in Animal Breeding, one of the highest honors in animal genetics. His research contributions have shaped selection practices for dairy cattle breeding around the world. Professor Rogers is currently the dairy Extension leader at UT and is editor-in-chief of the *Journal of Dairy Science*.

Extension Agent and County Director **Ken Goddard** was named the best community leader in Henry County for 2006. The recognition came through voting in the *Paris Post-Intelligencer* and reflects Goddard's high standing among farmers and many others in the county he serves.

Donald McGavin, professor emeritus of Veterinary Pathology, is co-author of the fourth edition of *Pathologic Basis of Veterinary Disease*. The 1,488-page text will be published in 2007 by Elsevier.

The Pew Commission has appointed Dean **Michael Blackwell**, Veterinary Medicine, to its National Commission on Industrial Farm Animal Production. John Carlin, former governor of Kansas, heads the 18-member blue-ribbon commission. Other members include Dan Glickman, former U.S. secretary of agriculture, and actress Daryl Hannah.

eXtension Launches HorseQuest Site

eXtension is pleased to announce the launch of its first Community of Practice web site: HorseQuest. Available at www.extension.org/horses, this is the first of many communities of practice to go public in 2006 and throughout 2007. HorseQuest provides Internet visitors with reliable and up-to-date horse information through a knowledge base of commonly asked questions that have science-based, peer-reviewed answers. In addition, online lessons use self-paced learning objects to help users learn more about specialized areas of equine science. The newest lesson being introduced is a module for new and prospective horse owners. Animal Science Professor and horse specialist **Doyle Meadows** served on the committee that developed HorseQuest.

Alan Windham, professor in Entomology and Plant Pathology, served as a keynote speaker for the Australian Turfgrass Conference held recently in Brisbane, Australia. Windham gave three workshops on turf disease diagnosis to golf course superintendents and sports turf managers. Each drew participants from a number of Pacific Rim countries. While in Australia, he conducted field visits to a number of diverse turf-related sites.

To accommodate Titans' football games, Knoxville area radio station **WNOX FM 100.3** is now airing "The Garden Girls" radio program from 3 to 5 p.m. ET on Saturdays. **Sue Hamilton** and **Beth Babbit** of Plant Sciences host the "The Garden Girls" program with help from graduate student **Andy Pulte** as well as an array of guests. The program can be heard in seven states, and Hamilton and Babbit are regulars on WBIR's Style Show, as well.



Rita Brymer, *left, administrative services assistant with the Dean's Office in CASNR, was honored as UT's September* **Send Roses recipient**. *Her co-workers note her as someone who is an outstanding employee who goes above and beyond her job daily. Praise for her includes the following comments: "Rita is one of the first faces incoming students see and she is quick to make them welcome with a warm smile and honest sincerity. She also interacts regularly with the CASNR ambassadors, who have described her as a mother to them and all love her. If a question arises, Rita will personally help you to her fullest and even send you check-up emails to see you smile."*

WEB SITE RESOURCE FOR DEAN'S SEARCH

The **search committee** formed to fill the position for the Dean of the College of Agricultural Sciences and Natural Resources has established a **Web site resouce**. The site will maintain minutes of the committee's meetings and resources of value to potential candidates. Information is at www.casnr.utk.edu/deansearch/. Committee chair **Alan Mathew**, professor and head of Animal Science, encourages you to contact him if you have questions or would like additional information. You may reach him at (865) 974-3130 or by email at amathew@utk.edu.

REPORT CARD, *from page 1*

DiPietro opened his remarks by noting that, in his view, "faculty, staff, and students are the magicians. And it's my role and that of other administrators to be magician's helpers to facilitate what you do."

With that comment, he proceeded to highlight the many awards and accomplishments that have come the Institute's way during the 2005-06 fiscal year thanks to the talented work of faculty, staff, and students. Other areas discussed were enrollments and outreach, goals and plans.

Notably, applications and disclosures of intellectual property surged during the year, increasing 139% over that of 2005 and resulting in a new biotech start-up company, MycoGenomix LLC.

And the Institute continues to deliver an exceptional two-to-one return on investments, taking in $90 million in federal and state funds and achieving an economic impact of $185 million annually.

DiPietro said that his goals for the Institute's future are a work in progress. They include developing strategies and plans for UTIA units that are in concert with the UT Strategic Plan; championing the Institute's reputation; securing additional resources in finances, capital, facilities, and gifts; and enhancing linkages between UTIA, UTK, ORNL, and other UT campuses. Also as goals are to expand initiatives involving biomass, biofuels, and bioproducts; search for deans to establish a permanent administrative team; and continue to listen, learn, and foster relationships.

INSTITUTE REPRESENTED AT TENNESSEE WALKING HORSE CELEBRATION

Vice President **Joe DiPietro** and **Frederick Harper**, Extension horse specialist in the Department of Animal Science, represented the Institute at the **Tennessee Walking Horse National Celebration** on August 30 in Shelbyville.

For the second year, the celebration recognized the Department of Animal Science for its efforts in the horse industry, specifically the department's **Tennessee Walking Horse Research and Extension Initiative**.

The initiative, conducted in cooperation with numerous Walking Horse farms and owners, encompasses a study of the three-dimensional biomechanics of the horse's famous "running walk," reproduction and genetics of stallions and broodmares, and a growth study of the Tennessee Walking Horse yearlings.



Joe DiPietro and Frederick Harper in Shelbyville

"The chance to tour the equine industry in Middle Tennessee emphasized the importance of the Walking Horse industry in the state and the need for the Institute of Agriculture to continue to develop programs and relationships with them to help assure its continued viability," DiPietro said.

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Send comments and suggestions to Margot Emery, memery@tennessee.edu
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THE UNIVERSITY of TENNESSEE

The University of Tennessee
INSTITUTE OF AGRICULTURE
101 Morgan Hall
Knoxville, TN 37996-4505