Dr. Eugene G. Sander
Vice Provost and Dean
College of Agriculture and Life Sciences
Forbes 320, PO Box 210092

Dear Dean Sander:

The Joint Animal Sciences and Veterinary Sciences and Microbiology Committee charged with evaluating issues surrounding a potential merger between Animal Sciences and Veterinary Sciences and Microbiology has completed its work and herein submits its report and recommendation. This report and recommendation is unanimously supported and signed by each committee member. A meeting was held to present the information below to all concerned faculty. Comments regarding the report were solicited from the faculty and those comments received are appended.

Sincerely Yours,

Robert J. Collier  
Animal Science  
Committee Co-Chair

Lynn A. Joens  
Veterinary Science & Microbiology  
Committee Co-Chair

Robert P. Rhoads  
Animal Science  
Committee member

Charles R. Sterling  
Veterinary Science & Microbiology  
Committee Member
I. Introduction:
On July 17, 2009 Dean Eugene Sander created a committee to reinitiate a faculty proposal to create a school from the existing faculties of the departments of Animal Science and Veterinary Science and Microbiology, acknowledging that many faculty members did not believe this to be a rationale approach a year ago. Since then, a substantial number of faculty have been lost to both programs and several faculty have communicated to the Dean a need to revisit this question. The Dean therefore formulated a new committee and charged that committee to examine opportunities and consider a proposal that would create such a school. As the Dean stated in his memo creating this committee, a proposal to create a School of the combined departments would be handled in exactly the same way as proposals were handled a year ago during the beginning of the University of Arizona Transformation process.

II. History:
Both the Department of Animal Sciences and the Department of Veterinary Science and Microbiology have long histories of excellence in serving the land grant mission of the University of Arizona. The history of the current Department of Veterinary Science and Microbiology is a little more complicated in that it started out as a Department of Animal Pathology, then a Department of Veterinary Science and finally in 1992 becoming the Department of Veterinary Science and Microbiology following the move of Microbiology to the College of Agriculture. Interestingly, when Microbiology was moved out of the College of Science it originally functioned as an interdepartmental committee. Furthermore, in 1983 the Arizona Veterinary Diagnostic Laboratory (AVDL) was established as a budgeted entity under the Department of Veterinary Science.
In 1988 a committee was formed to look into the potential reorganization of Animal Science, Veterinary Science and Nutrition and Food Science. The charge of this committee was
more oriented toward changes in structure of these three departments that could facilitate development of strong programs in certain disciplines than necessarily toward the merger of the three mentioned units, although this was certainly considered. The outcome of these deliberations was a committee recommendation 1) that Nutrition and Food Science should remain intact, 2) that program areas of muscle biology, stress physiology, ruminant nutrition and infectious diseases should be established, and 3) that the AVDL should be kept intact. Under item 2 listed above it was noted that the decision whether to place the program areas mentioned within separate or a combined department should be based on administrative considerations and if a merger were to occur, consideration should be given to a leadership direction from outside the University. It was also felt that if a merger of then Animal Sciences and Veterinary Sciences departments were to occur the unit should perhaps be administered as a separate entity with faculty being encouraged to hold joint appointments with other research and service units.

Finally, this committee recognized that any restructuring should be aimed at putting people with similar interests into program areas that can strive towards preeminence and that decisions to align and administer program areas should be based on this premise.

During the decade of the 90s there was a tremendous loss of faculty to the Department of Animal Sciences. This has been exacerbated by a loss of key faculty in the past year. Faculty were also lost to the Department of Veterinary Science and Microbiology during the 90s, but even more so during the current decade and particularly within the last year. This past year alone, 4.5 faculty, mostly aligned to the Microbiology program were lost to either being denied tenure, resignation, death, or reassignment of FTE load. This loss has placed tremendous stress on the department’s ability to fulfill its mission to the undergraduate microbiology major and as a result the Dean has had to form a commission to look into assigning faculty from other units of the University to help sustain the Microbiology teaching program. Part of the support for sustaining this mission comes from the Division of Plant Pathology in the Department of Plant Sciences. There too, however, there has been the loss of two key faculty who have participated in the Microbiology program, either through death or departure from the University. In addition to the foregoing, a large number of extension faculty have been lost to both Animal Sciences and Veterinary Sciences and Microbiology and this has greatly impacted both department’s ability to deliver outreach programs to their constituents. The Arizona Veterinary Diagnostic Laboratory maintains accreditation with the American Association of Veterinary Laboratory Diagnosticians (AAVLD) and was one of the first laboratories to join the National Animal Health Laboratory Service (NAHLS). However, in the last few years, the AzVDL has had to close several services, lost several technical lines; this year lost a pathologist on a year to year appointment and is facing the impending retirement of two other pathologists. The elimination of positions recently from the aforementioned departments has led to program deficiencies in muscle biology, dairy nutrition, dairy extension, immunology, virology, microbiology and microbial genetics. In addition, there are a number of anticipated retirements that could lead to further deficiencies: microbiology (AVDL), pathology (AVDL), parasitology and beef extension.

The most recent Program Review of the Department of Animal Sciences clearly alludes to the need for more cooperation between Animal Sciences and Veterinary Science and Microbiology, particularly in the instructional arena. The most recent Program Reviews of both departments point to the fact that neither has clearly articulated future directions. In spite of this, a proposal is being developed for a School of Veterinary and Biomedical Sciences at the University of Arizona in cooperation with the College of Veterinary Medicine at Oklahoma State University. This would result in the creation of a 2+2 veterinary school program for Arizona residents since Arizona currently does not have a veterinary school to serve its residents. While the Department of Veterinary Science and Microbiology has taken the lead in this endeavor it should be noted the faculty of the Department of Animal Sciences have also helped formulate parts of this plan. It should be noted that two prior attempts to form a 4 year college of
veterinary medicine within Arizona during the 1950s and 1990s did not gain traction in the legislature. The current program, as envisioned, enjoys the support of the University, many constituents throughout the state and the Oklahoma Board of Regents. Oklahoma has paired with the University of Arizona in the 2 + 2 program to permit the final two clinical years of the veterinary medical education program to be offered there.

A planning committee of faculty from both departments was convened spring semester of 2009 to look into areas of commonality between the departments. While it was acknowledged that research interests did not necessarily overlap, it was also clear that new future directions could be forged. The recommendations of this committee are a continuation of that effort and could pave the way for the creation of a school in which the interests of all concerned parties can be addressed and implemented.

If key positions and deficiencies cannot be corrected through the formation of a school then there is no reason to proceed with the plan formulated below.

III. Premise and Assumptions

A. PREMISE

To establish a School of Animal, Veterinary and Microbiological Sciences dedicated to exemplary instruction of undergraduate and graduate students, scientific research and extension service in the fields of Animal Science, Veterinary Science and Microbiology. Creation of the above entity from the integration of the Animal Science and Veterinary Science and Microbiology Programs along with inclusion of microbiologists outside of these departments, coupled with completion of key facilities and staffing of critical lines will create opportunities for faculty interaction, enhance competitive research funding and improve research, teaching and extension capabilities including the establishment of a Veterinary Medical Education Program( 2 + 2)

B. ASSUMPTIONS

1. The School of Animal, Veterinary and Microbiological Sciences will be composed of the following divisions:
   a. Animal Science
   b. Veterinary Science
   c. Microbiology

2. The following proposed Core Competencies will exist in the school:
   a. Animal Production Systems
   b. Animal Disease Research
   c. Microbiology (Interdepartmental)
   d. Food Safety & Security
   e. Veterinary Medical Education Program (2 + 2 Program)
   f. Race Track Program
   g. Environmental Physiology & Stress Biology
   h. Aquaculture
   i. Extension
   j. Diagnostics (AVDL)

3. Administration
   a. The school will be headed by a Director (national search).
4. Critical faculty staffing for the identified core competencies will be met
   a. Merger of the two departments will permit hiring of candidates with combined
      skill sets who can fill needs of more than 1 previous line
   b. Current and anticipated faculty needs: Examples include in Animal Sciences the
      open lines in Dairy Nutrition, Dairy Extension and future opening in Livestock
      Extension. In Microbiology, examples include open lines for Microbial
      Geneticist, Microbial Physiologist and Microbial Genomics/metagenomics. In
      Veterinary Sciences, examples include open lines in Anatomical Pathology,
      Microbiology, and Immunology

5. Key facilities will be identified and design modifications completed to support School
   operations and core competencies: Examples include
   a. Agricultural Research Complex Animal Handling and Milking Facilities and
      overhead costs
   b. Meat Science overhead costs
   c. Veterinary Diagnostics clinical pathology capability and overhead costs
   d. Equine facilities and overhead costs
   e. Feedlot facilities and overhead costs
   f. Infectious Disease Research Capability

6. Two new interdepartmental and interdivisional centers will be developed
   a. Center for Food Safety and Security
   b. Center for Arid Lands Environmental Physiology and Stress Biology

7. The Veterinary Medical Education Program (2+2) is developed and becomes integrated
   into the School of Animal, Veterinary and Microbiological Sciences
   a. Hires to meet this need should not impact upon the overall hiring needs of the
      School but could in fact supplement the activities of the School
   b. Classes that are developed for the Veterinary Medical Education Program should
      be designed to enhance the graduate programs of all three divisions of the school.

8. Undergraduate Curriculum
   a. Divisions within the School will work to coordinate undergraduate class offerings
      and graduation requirements. There should be a renewed emphasis on the core
      competencies required to support animal agriculture.

IV. Organization

   The organization of the School of Animal, Veterinary, and Microbiological Sciences will
   contain three divisions including Veterinary Science, Animal Science, and Microbiology. The
   School will have a Director from a national search who reports to the Dean. Division Heads will
   form a committee to provide consultation to the Director regarding human, facilities and
   financial allocations.

   The division of Animal Science will be administratively responsible for the everyday
   activities of the following Center and programs: 1) Center for Environmental Physiology and
   Stress Biology, 2) Race Track Industry, 3) Production Agriculture, 4) Meat Science and Muscle
   biology, and 5) Animal Production Extension.

   The division of Veterinary Science will be administratively responsible for the everyday
   activities of the following programs: 1) Veterinary Medical Educational Program, 2) Animal
Disease Research, 3) Developing and Emerging Diseases, 4) Arizona Veterinary Diagnostic Laboratory, 5) Aquaculture, and 6) Veterinary Medical Extension.

The division of Microbiology will be interdepartmental but administratively housed in the school. All Microbiologists on campus will be encouraged to participate. Decision making in the division will be via the Head and an appointed interdepartmental committee including members from the division of Veterinary Science, the division of Microbiology the division of Plant Pathology, the department of Soils Water and Environmental Sciences, the Bio5 institute and others willing to participate. This division will also contain the future Center for Food Safety and Security.

It is envisioned that each center and program could involve participation from faculty across the campus to help provide critical mass in addition to new hires.

We perceive the following research collaborations from the various Centers and programs:

- **Center for Food Safety and Security** will involve faculty from all three divisions and become more inclusive of all aspects of food production including Plant Science, Crop Production, Water, Toxicology (School of Pharmacy), and Public Health. The scope of this center should extend from pre- to post-harvest food safety to expansion into assistance in oversight of food and livestock importation and enhanced biosecurity for Southwest agricultural producers,
- **Aquaculture** will involve faculty from all three divisions,
- **Animal Disease Research** will involve faculty from all three divisions,
- **Center for Arid Lands Environmental Physiology & Stress Biology** will involve faculty from the Animal Science and Veterinary Science divisions,
- **Developing and Emerging Diseases** will involve faculty from the Veterinary Science and Microbiology divisions,
- **Extension** is one of the core areas of any land grant university and efforts will be coordinated within the School to insure maximum productivity in the translation of research efforts to livestock producers and other stakeholders within Arizona and the Southwest.

The following teaching collaboration will also exist:

- **Veterinary Medical Education Program** will involve faculty from the Divisions of Veterinary Science, Microbiology and Animal Sciences

**V. Recommendations**

The committee puts forth the general recommendation that the faculty within the Departments of Veterinary Science and Microbiology and Animal Sciences vote to accept or reject this proposal for the establishment of a School of Animal, Veterinary and Microbiological Sciences. Faculty votes should be cast after careful evaluation of the proposed School of Animal, Veterinary and Microbiological Sciences outlined in this document within the Premise and Assumptions and Organization sections. We further suggest that if a vote is taken that the ballots used for both departments should be identical and should be counted by an independent third party.