



MEMORANDUM

DATE: February 16, 2023

TO: Greg Heileman, Vice Provost for Undergraduate Education

FROM: Shane C. Burgess 
Melanie Hingle, Assistant Dean for Strategic Implementation, College of
Agriculture and Life Sciences 

SUBJECT: College Name Change Request

The faculty, staff, and executive leadership of the College of Agriculture and Life Sciences (CALs) request that the name of our college be modified to include “Environmental”, i.e., **College of Agriculture, Life and Environmental Sciences (CALES)**, effective Fall 2023.

Rationale

“CALs” no longer accurately reflects what the college does and delivers, and we contend that this has a significant and detrimental effect on our business efficiency, effectiveness, and absolute mission outputs and outcomes. The proposed name change will help ensure that CALs expertise and engagement in ‘Environment’ – broadly defined – is recognized by stakeholders inside and outside of the institution, and among our peer institutions. CALs leadership, including the ten academic unit heads representing their faculty and other employees, have expressed unanimous support of the proposed change. This change is supported by our Development, Alumni, Advocacy, and Corporate Relations team, and our recruiters.

We anticipate the following strategic benefits to the college and the University of Arizona:

1. Recognizing teaching and research reality

The college maintains an extensive portfolio of environment-focused research and academic programs. Environmental research comprises 43% of our college’s total research expenditures. More than one-third of our MS degrees and more than half of our PhD degrees are conferred by environment-focused programs. 25% of our courses and 30% of our total student credit hours are environmental science, and there are three times as many “environment” majors as there are “agriculture” majors. Our Global Microcampus is currently 100% environment focused.

2. Increased enrollment and national profile

Student interest and activism in the environment, climate and sustainability is at an all-time high and is projected to increase. Bureau of Labor Statistics data for our academic program

areas confirms 5% growth in environment-related occupations and 8% growth in environment sectors across Arizona and the U.S. through 2030. A shift from “CALS” to “CALES” will enable better marketing aligned with prospective students’ interests and career goals, and the state and region’s needs.

3. Strengthening UArizona’s brand

Inclusion of “Environmental” in our college name will contribute to greater visibility and recognition of UArizona’s excellence in environmental research, teaching, and outreach among our peers, positioning us to recruit top faculty and graduate students to achieve our aspirational goal of becoming a top ten ranked environment university in the world. More than half of our ABOR, AAU, and land-grant peers with colleges like ours have already rebranded to include “Environmental” or “Natural Resources” in their name.

University of California, Davis	College of Agriculture and Environmental Sciences
University of Florida	College of Agricultural and Life Sciences
University of Illinois, Urbana-Champaign	College of Agricultural, Consumer and Environmental Sciences
University of Maryland, College Park	College of Agriculture and Natural Resources
Michigan State University	College of Agriculture and Natural Resources
University of Minnesota, Twin Cities	College of Food, Agricultural and Natural Resource Sciences
The Ohio State University	College of Food, Agricultural, and Environmental Sciences
Pennsylvania State University	College of Agricultural Sciences
Texas A&M University	College of Agriculture and Life Sciences
University of Wisconsin, Madison	College of Agricultural and Life Sciences

4. Supporting Institutional Goals

Our faculty will continue to work closely with colleagues across our campus to coordinate recruitment and enrollment of students interested in “Environment”, broadly defined, and promote our “E”-focused work across our campus as well as outside of our institution. We aspire to grow in our areas to fulfill our share of the task. This name change is more likely than not to increase recruiting for the other colleges.

A “CALES” explicitly supports several UArizona Institutional Strategic Goals and Initiatives:

- *Strategic Initiative 1.1A1: Recruit prospective high-potential undergraduate students to UArizona, employing targeted recruitment strategies that increase overall academic quality, number of applicants, and yield rates while retaining our commitment to access.*
- *Strategic Initiative 2.2.A: Serve, coordinate, and promote environmentally oriented people and programs on campus.*
- *Institutional Goal 3: Raise the profile of UArizona graduate programs that impact **Metric 3.3. Resilient Agriculture, Science and Engineering Ranking** (calculated averages of US News Worldwide Subjects Rankings in Plant and Animal Science (US Rank), Environment/Ecology (US Rank), and US News Graduate School/Program Rankings in Biological/Ag Engineering and Shanghai Global Ranking of Academic Subjects in Water Resources (National Rank)).*

Our systematic outreach to colleagues and stakeholders both in and out of the college has demonstrated overwhelming positive support for the proposed name change. We look forward to partnering with your office as this request is reviewed and discussed by our colleagues. Please don't hesitate to call on me or my colleagues to join these discussions or provide additional information.

cc: Jeff Ratje

From: u-caac-request@list.arizona.edu on behalf of [Staten, Michael E - \(statenm\)](#)
To: U-CAAC@list.arizona.edu
Subject: [u-caac] Supporting document for proposed CALS name change
Date: Monday, February 27, 2023 5:27:15 PM
Attachments: [CALES Survey Results.docx](#)
[CALS name change request Feb 16 2023.pdf](#)

Everyone,

Ten days ago CALS submitted a proposed name change to curricular affairs. I understand that this may be on our U-CAAC agenda for tomorrow's meeting. I'm sensitive to recent concerns about council members being asked to vote on issues with short notice, so I want you all to know that I am not pushing for a vote tomorrow. We actually expected this to come up at the March U-CAAC and G-CAAC meetings.

All that said, this note serves two additional purposes: 1) to alert you that the proposal is in the U-CAAC Box folder (and also attached to this message), and 2) I have some supporting documentation for you to consider as well.

The original proposal presents the reasons why CALS feels that it is important to amend our college name to become the College of Agriculture, Life and Environmental Sciences (CALES). Below and attached are the results of our polling of CALS faculty and staff. As you will see, the survey results are overwhelmingly supportive of the name change. In December-January we also conducted a 2-month listening tour with stakeholders around the state and region and received similar feedback.

We can discuss all of this when the time comes. Many thanks for your consideration.

Regards,

Mike

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From: Hingle, Melanie D - (hinglem) <hinglem@arizona.edu>

Sent: Thursday, February 16, 2023 5:36 PM

To: Rutledge, Bethany S - (rutledge) <rutledge@cals.arizona.edu>; Ratje, Jeffrey M - (jmratje) <jmratje@arizona.edu>; Staten, Michael E - (statenm) <statenm@arizona.edu>

Cc: Burgess, Shane C - (shaneburgess) <sburgess@cals.arizona.edu>; Hingle, Melanie D - (hinglem) <hinglem@arizona.edu>

Subject: Summary of "CALES" survey of faculty & staff

Enclosed please find the summary of the survey of CALS faculty and staff re: the proposed name change. As you can see, the overwhelming response was positive. I separated faculty and staff responses for easy reference during Committee / Senate meetings. I also provided reasons for positive, negative and neutral ratings for whomever elected to write in their feedback.

Please let me know if you have any questions.

Additional relevant information as we represent the proposal at Committee/Senate:

- Per Jon Chorover, all SEES unit heads plus Sharon Collinge supported the idea of our name change.
- Sharon Collinge, Director of AIR, led colleagues to create an [environment-focused portal](#) to serve as a one-stop shop for prospective students to help them "find their environment at UA", providing information on all majors across the Colleges that have aspects of "environment".

Thanks

Melanie



Melanie Hingle, PhD, MPH, RDN

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SUMMARY OF SURVEY RESULTS
COLLEGE OF AGRICULTURE AND LIFE SCIENCES PROPOSED NAME CHANGE
Prepared: February 16, 2023

Please direct any questions to Melanie Hingle (hinglem@arizona.edu)

Methods. The survey consisted of three items:

- **Item 1:** “Your Role in CALS” for which response options were “Faculty” or “Staff”.
- **Item 2:** “Please let us know whether you support the proposed College name change to include ‘Environment’, i.e., College of Agriculture, Life and Environmental Sciences” for which response options were “Yes”, “No”, or “Neutral”.
- **Item 3:** An open-ended and optional item which encouraged respondents to “Please give us any feedback you wish to share.”

Inclusive dates of the survey were February 6 to 15, 2023.

Results. There were 194 respondents to the survey: 109 faculty and 85 staff.

Proportion of CALS Faculty and Staff who Support Proposed Name Change, N=194

Do you support the proposed name change?	Faculty (n)	%	Staff (n)	%	Total (n)	%
Yes	88	80.7	59	69.4	147	75.8
No	9	8.3	7	8.2	16	8.2
Neutral	12	11.0	19	22.4	31	16.0
TOTAL	109		85		194	

Faculty

Of the 109 faculty respondents, **80.7% were supportive** (‘Yes’ response), 8.3% were not supportive (‘No’ response), and 11.0% were neutral.

Written feedback from faculty who supported the proposed name change (‘Yes’ response) included the following sentiments and ideas:

- ‘Very happy’ to see the proposed name change (n=2)
- ‘Great idea!’ and ‘Yes please!’ (n=7)
- ‘Makes sense given our statistics and who we serve’; ‘well-justified’ (n=5)
- Would like to see grammar/punctuation changes, i.e., include the Oxford comma (n=3) and change “Environmental” to “Environment” (n=3)
- Would like to represent “life sciences” as health and wellness (n=1)

- Rearrange the order of words in the title, e.g., Life, Environmental and Agriculture Science (n=1)

Open-ended feedback from the faculty who were not supportive ('No' response) included concerns about:

- Redundancy – i.e., environmental research is already represented as life sciences (n=3)
- There are costs of rebranding, e.g., will academic units be expected to pay for this? (n=1)
- The proposed change does not reflect all majors/areas of focus. (n=1)

Feedback from the faculty who indicated a “neutral” stance included:

- A suggestion to also add ‘food, natural resources, and human ecology’ to the name (n=1)
- An expressed hope that the word ‘life’ would not be removed from the new name (n=1)
- dampened enthusiasm due to what was perceived as a more complex, lengthier name (n=1)

Staff

Of the 85 staff respondents, **69.4% were supportive** ('Yes' response), 8.2% were not supportive ('No' response), and 22.4% were neutral.

Written feedback from staff who supported the proposed name change ('Yes' response) included the following sentiments and ideas:

- ‘Great idea!’ and ‘fantastic idea’ and ‘100% support it!’ (n=2)
- Acceptable alternative to a new College focused only on “E” (n=1)
- ‘more inclusive’ (n=1)
- ‘focus on environment is central to the work of CALS’ (n=1)
- ‘This has been a long time coming – better representation of what we do’ (n=2); will help students interested in the environment find CALS (n=2)
- And use an Oxford comma (n=1)
- Yes, and the name should reflect some aspect of Norton School (n=4)
- Yes, but what about our use of the CALS email address? (n=1)
- Yes, and we need a more creative name (n=2)

Open-ended feedback from the staff who were not supportive ('No' response) included concerns about:

- ‘Too much information is being forced in the name’ (n=1)
- Why not add all disciplines represented in CALS? (n=1)
- Potential waste of time and resources to change the name (n=1)
- Agriculture is our strength and we’re drifting away from this (n=1)
- Redundancy – i.e., environmental research is already represented as life sciences (n=1)

Feedback from the staff who indicated a “neutral” stance included:

- ‘Listening the community within the College is always a good thing’ (n=1)
- Use the word ‘ecological’ rather than environmental to accurately represent the disciplines (n=1)
- Potential waste of time and resources to change the name (n=1)
- The acronym for the division could be strange (n=1)
- The abbreviation (CALES) is the same name as a common vegetable (n=1)