




GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE

All Hands Meeting
September 6, 2013
Nebraska East Union

Roadmap for Today's Conversation



- Finding “balance” in today’s polarized climate.
- Opportunities and challenges in the world around us.

Roadmap for Today's Conversation



- **Where are we on our goals of 2018 and 2025?**
- **Welcoming and honoring servant leaders.**

Roadmap for Today's Conversation



FOCUS
-ON-
WHAT
matters



AHOODIE!

Susan Werner Concert

N
IANR

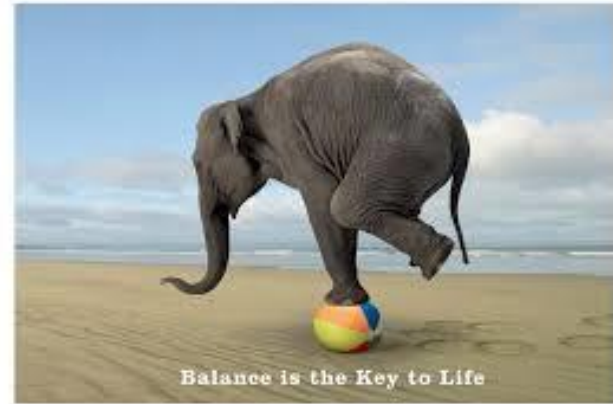
AN INVITATION FROM RONNIE GREEN
UNIVERSITY OF NEBRASKA-LINCOLN

JOIN US

on **FRIDAY, SEPTEMBER 6, 2013**
for the **SUSAN WERNER CONCERT** at the
LIED CENTER FOR PERFORMING ARTS
12th and "Q" Streets

Susan Werner's album,
"HAYSEED," was written
and produced with the
support of IANR and
the Lied Center.

HAYSEED
Susan Werner



Amidst the noise of political polarization



TIME RUNNING OUT ...

No firm plan to pass farm bill in the House

Current farm bill extension expires at the end of the month

Debt ceiling, government shutdown battles simmer in summer recess

September: A long month full of concerns, market worries

Young farmers break bank trying to plant

Access to capital major factor keeping the young from farming

Leaked draft of climate report struggles with drop in warming

Published August 20, 2012 / FoxNews.com



Vilsack announces ag air quality task force

New task force set to review ag air quality regulations, standards



Union dumps AFL-CIO for its positions on ObamaCare, immigration reform

Clock Is Ticking for Recess, and for a Deficit Deal

Providing clarity & balance . . .



DRUG DEBATE ...

Are we flying blind with antibiotics?

Critics say farmers overuse these drugs on livestock



EPA sued for dropping livestock data count

HSUS among groups objecting to the withdrawal of proposed count

Food safety rules could halt local food trend

Farmers from Vermont, Maine, New Hampshire attended hearings



Photographing the female face of farming

USDA: Women-operated farms doubled between 1982 and 2007



Does big farming have to mean bad farming?

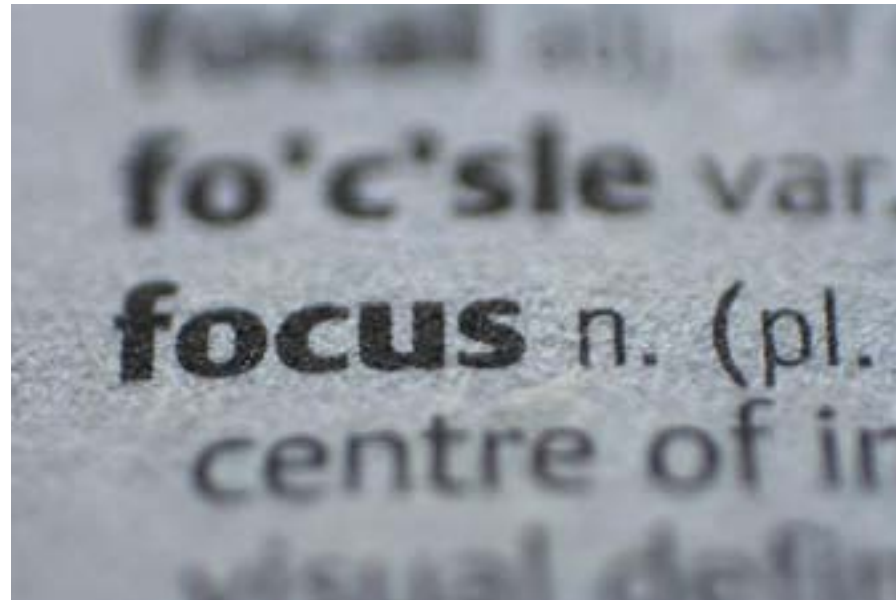
Minnesota grower shows large farms can be environmental



Agriculture exports to decline slightly in 2014

USDA said agricultural exports are forecasted at \$135B next year







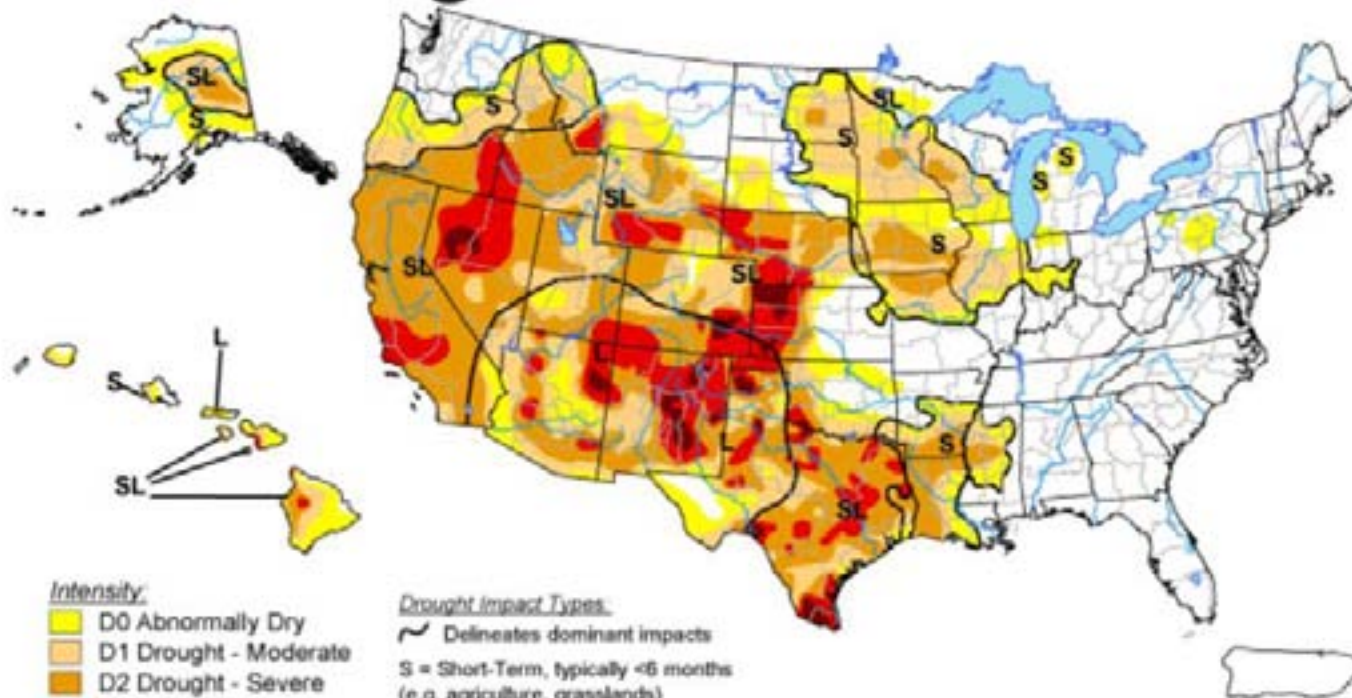
Paying Attention to the Outside World

- Political climate chaotic and unpredictable.
- State and local economy still going against the odds – **Ag/Nat Res-based.**
 - Impact of lingering drought
 - Potential for land price bubble
 - Growing divide in American vs European policy models
 - Increasing clamor for share of global trade

U.S. Drought Monitor

September 3, 2013

Valid 7 a.m. EDT



Intensity:

- D0 Abnormally Dry
- D1 Drought - Moderate
- D2 Drought - Severe
- D3 Drought - Extreme
- D4 Drought - Exceptional

Drought Impact Types:

- Delineates dominant impacts
- S = Short-Term, typically <6 months
(e.g. agriculture, grasslands)
- L = Long-Term, typically >6 months
(e.g. hydrology, ecology)

The Drought Monitor focuses on broad-scale conditions.
Local conditions may vary. See accompanying text summary
for forecast statements.

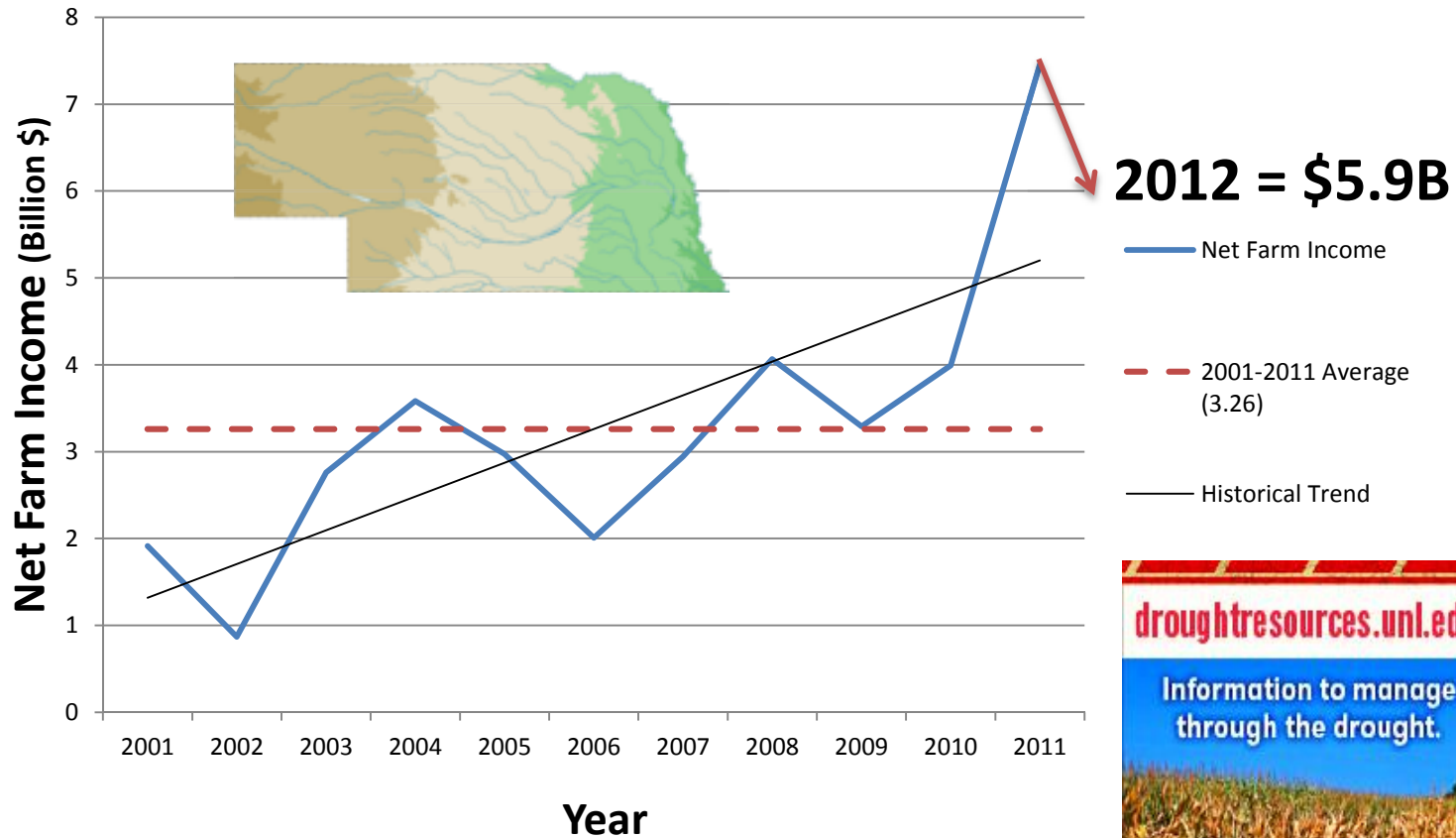
<http://droughtmonitor.unl.edu/>



Released Thursday, September 5, 2013

Author: David Miskus, NOAA/NWS/NCEP/CPC

Annual Net Farm Income In Nebraska: 2001-2012



Source:ERS/USD



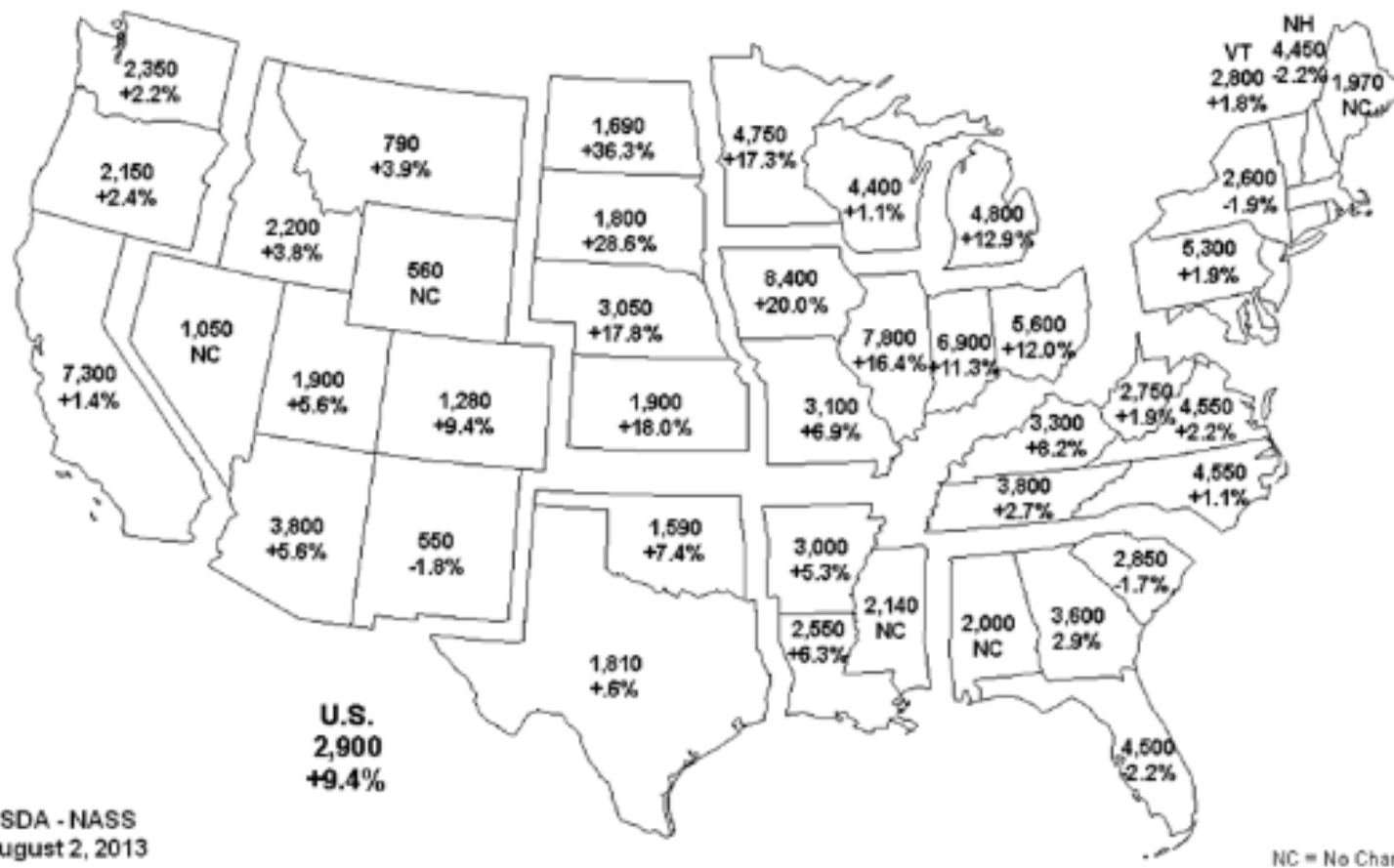
AG Economy is in an Unprecedented Time

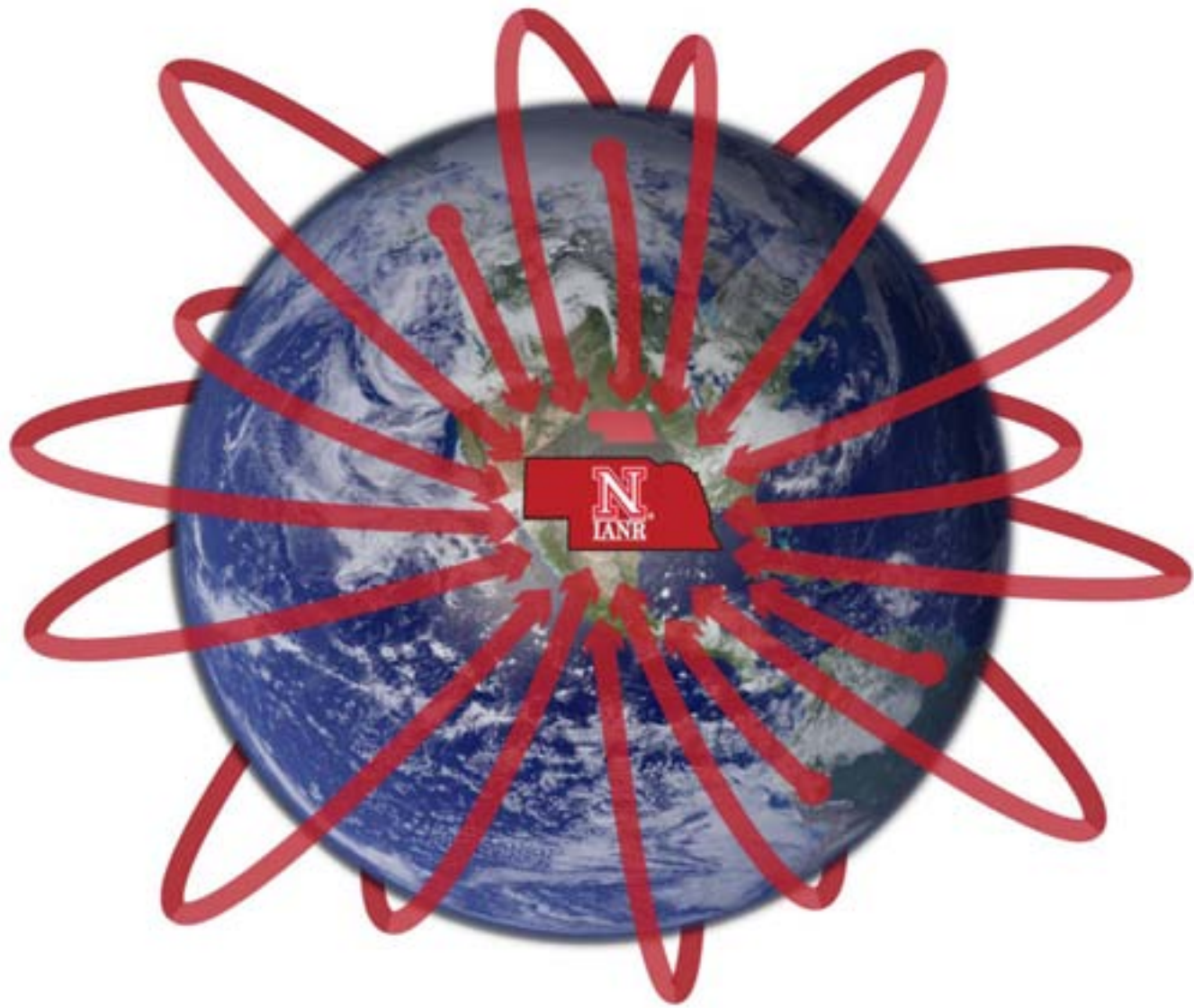


2013

2013 Farm Real Estate Value by State

Dollars per Acre and Percent Change from 2012





Lexington

Farming as rocket science

Why American agriculture is different from the European variety

Sep 7th 2013 | From the print edition

Like

212

Tweet

8



BEFORE growing up to become farmers, a startling number of America's rural kids are taught how to build rockets. Every year rural skies fill with mini-missiles built by children. The largest fly



SDN
UNIVERSITY OF NEBRASKA-LINCOLN

Strategic Discussions for Nebraska

Nebraska: The Epicenter of Global Beef Production

Welcome to IANR's newly designed issue of Strategic Discussions for Nebraska. This interactive pdf contains lots of additional information, so please interact and click on the red text, **PDF** or **PDF** buttons whenever you see them.

N
IANR

Nebraska's beef: nutritious, delicious, sustainable
Page 4-5

Stewards of the land
Page 16-17

Health and safety
Page 18-19

Life among the next generation
Page 20-21

SDN | Volume 4 | August 2013





Paying Attention to the World



State Funding



- UNL is ~20% state funded, one of highest in APLU (IANR is 46%)
- Biennium budget now set for FY 14/15
 - Tuition affordability compact passed with ~4% per annum increases in NU budget
 - \$2.5M per year in POE funding (was \$1M)
 - Approximate 3% salary increase per year

State Funding



- Net effect – small budget re-allocation to make permanent in FY 14
- Unicameral will go in to short session in January 2014
 - Water funding interim study task force
 - Tax reform interim study task force



Federal Capacity Funding






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- **PCAST**
- **AGree**
- **Chicago Council on Global Affairs**
- **Council on Competitiveness**
- **SOAR (Supporters of Ag Research)**



November 5th

**Hon. Tom Vilsack
US Secretary of Agriculture**

“How Does Rural America Regain Its Voice?”

rural futures



January 14th

***“Regaining America’s Leadership
in Agricultural Research and Education”***

Moderators – Yeutter & Green

Cathie Woteki, USDA Undersecretary, REE

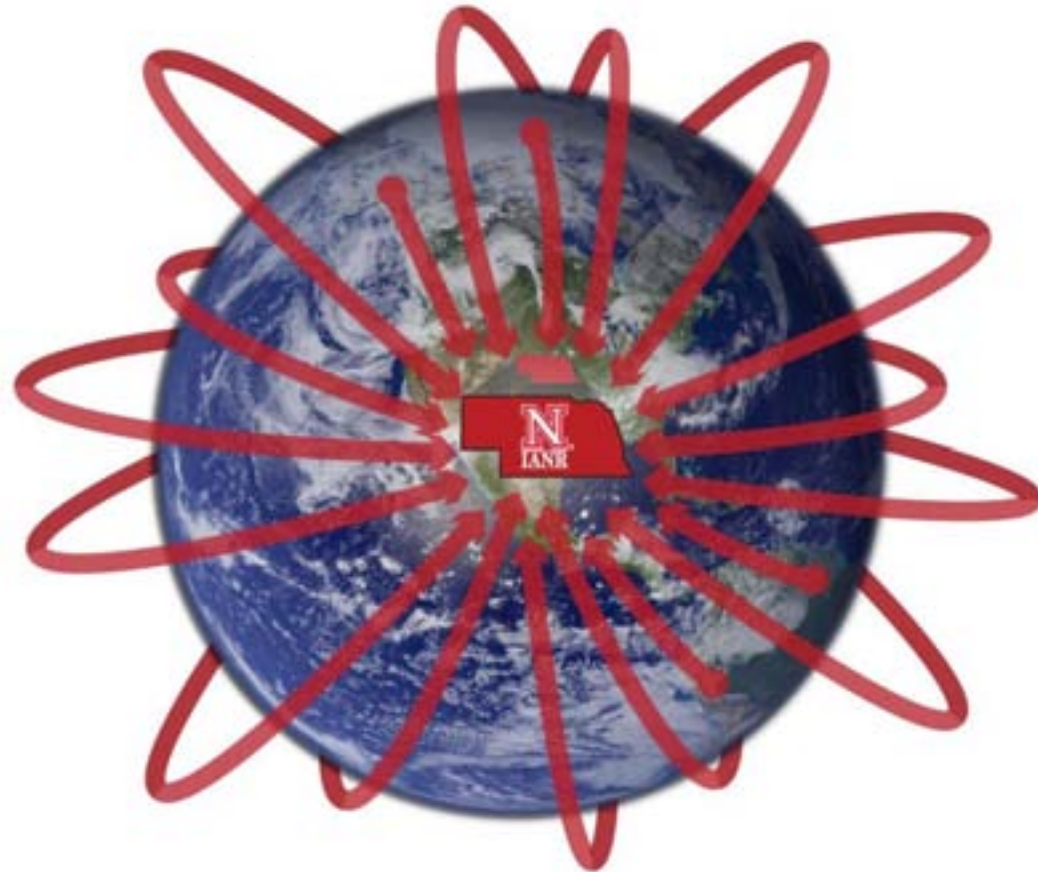
Howard Buffett, Jr, HGB Foundation

Dan Glickman, AGree and CCGA

Jeff Simmons, CEO, Elanco

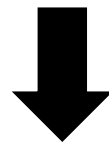
Jim Borel, EVP, Dupont-Pioneer

Phil Pardey, U Mn

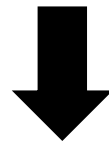


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2018



2025



Goals



- Increase Enrollment to 30,000
- Increase Faculty by ~170
- Increase 6-yr graduation rate to 70%
- Increase research expenditures to \$300 M
- Increase national/international recognition of faculty
- Successfully launch phase I of Nebraska Innovation Campus



Expectations (by 2018)

Total Enrollment (12.4% of UNL)	4,200 (up 37%) (base 3,056)
Undergraduate	3,200 (up 33%) (base 2,402)
Graduate/PPVM, DPH	1,000 (up 53%) (base 654)

**UNL Total Enrollment
Fall Semester**

Fall	UNL Total	Under-grad	Prof	Grad
2003	22559	17851	489	4219
2004	21792	17167	193	4162
2005	21675	17037	488	4150
2006	22106	17371	478	4257
2007	22973	18053	502	4418
2008	23573	18526	547	4500
2009	24100	18955	554	4591
2010	24610	19383	607	4620
2011	24593	19345	569	4679
2012	24207	19103	545	4559
2013	24445	19376	515	4554

**IANR Total Enrollment
Fall Semester**

Fall	CASNR Total	Under-grad	Prof	Grad
2003	1910	1503	0	407
2004	1880	1466	0	414
2005	1990	1553	0	437
2006	2061	1606	0	455
2007	2331	1794	25	512
2008	2569	2015	50	504
2009	2775	2166	50	559
2010	2990	2321	55	614
2011	3056	2402	59	595
2012	3142	2486	58	598
2013	3316	2616	64	636



Expectations (by 2018)

Total Enrollment (12.4% of UNL)	4,200 (up 37%) (base 3,056)	2013 3,316	% of goal 79%
Undergraduate	3,200 (up 33%) (base 2,402)	2,616	82%
Graduate/PPVM, DPH	1,000 (up 53%) (base 654)	700	70%

Current 6-Year Graduation Rate ~77%

Considerations for Success

➤ Quantity vs. Quality / Academic Rigor

PUBLISHED TUESDAY, SEPTEMBER 3, 2013 AT 1:00 AM / UPDATED AT 4:28 PM

World-Herald editorial: IANR's ambitions are world-class

 News Alerts  +1  Like  1  Share   

Over the past year the University of Nebraska-Lincoln has announced major plans to lift its agricultural and natural resources offerings to a new level — the cutting-edge, world-class level.

Those changes are being guided by a well-crafted road map that sets out sound priorities. With UNL's fall semester underway, it's encouraging to see how the changes are taking shape.

UNL — specifically its Institute of Agriculture and Natural Resources — has added expert faculty and is expanding research opportunities. IANR is putting particular emphasis on high-quality instructional methods on ag and natural resources issues.

Course work and lab work will be rigorous when it comes to the so-called STEM fields (science, technology, engineering and math). As a result, the instruction will be both high-

Considerations for Success

➤ Quality of Student Services

East Campus Housing



Considerations for Success

- Faculty/staff resources and balance
- Expanded recruiting/meeting job market demand



Increase faculty by ~170 FTE

Goal: Increase faculty by ~ 170 FTE



Goal: 50+ new TTF across
teaching/research/extension







Faculty Growth Plan

Process Initiated in early 2012

Announcement of 36 Positions Oct 2012

Hiring Launched in Feb 2013



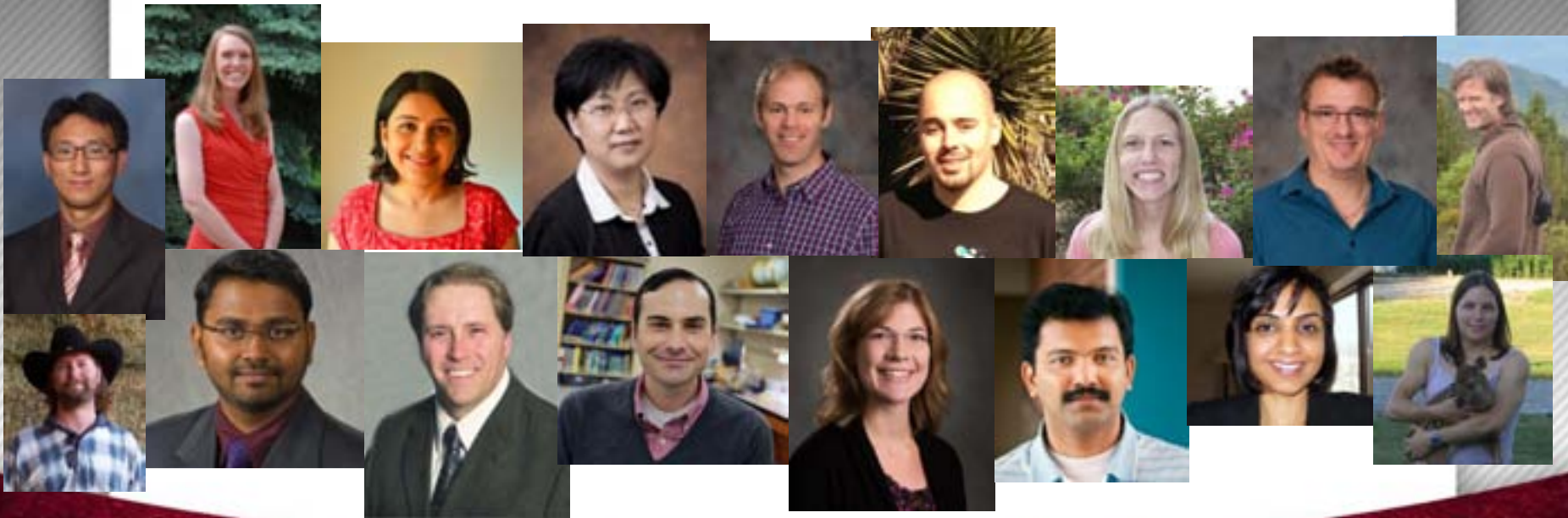
Linda Arnold
Zaneta Hahn
Ann Willett

IANR-Wide
Engagement



Faculty Growth Plan

**18 Accepted Offers
(+3 spousal hires)
3 positions in offer stage**





Roberto Lenton
Director



Christopher Neale
Research Director



Chittaranjan Ray
Nebraska Water Center
Director



Monica Norby
Associate Director



Water for Food
ROBERT B. DAUGHERTY INSTITUTE
University of Nebraska



Policy Director ?



Water *for* Food

ROBERT B. DAUGHERTY INSTITUTE
University of Nebraska

5 water cluster hires
Executive Director
NWC Director
Research Director
Policy Director



9 FTE

Hiring Process



- Funds adequately deployed
- Foundation funds leveraged
- Cash Auxiliaries fully leveraged
- Balancing process for needed core positions for vacancies
- Evaluating infrastructure increase needed in staff, TAs

Private Giving to the University is at an All-Time High . . .



> \$1.2 B



~ \$103 M

\$250 M



“25 by 2025”

Endowed Chair Campaign

Grad Student Support

Funds for Graduate Teaching Assistantships (GTAs) for the 2013-14 Academic Year.

Unit	Award
Agricultural Economics	13,500
Agronomy & Horticulture	36,000
Biochemistry	75,000
Biological Systems Engineering	36,000
Energy Science Minor	20,000
Food Science & Technology	11,000
School of Natural Resources	33,000
School of Vet Med Biomed Sciences	25,000

Grad Student Support

- \$100K + \$150K for T32 Pilot of Molecular Mechanisms of Disease (4 GRA)
- \$65K + Matching to Life Sciences assistance for GRA/TA's with more to come
- New \$250K +\$250K program for GRA support with USDA-ARS MARC

Residential Visiting Scholars Program (RVSP)

Purpose: The RVSP is designed to provide undergraduate, graduate and professional students, as well as faculty, staff and stakeholders an opportunity to engage with recognized scholars from other universities or with recognized leaders from the public and private sectors.

- Visiting scholars could be in residence for one to four weeks, depending upon the design of their program. The visiting scholar could:
- Present guest lectures in classes; etc.

Residential Visiting Scholars Program (RVSP)

- A formal application is available for academic units to apply for IANR seed grants designed to cover all or part of the travel expense to bring a scholar to campus or a Research and Extension Center.
- Campus-based IANR academic units (CASNR and CEHS) and Research and Extension Centers are limited to two travel grants per year.
- The total funding/year for the program is **\$75K.**



Phase I = 36 + 9 + 3



Phase II = 20?

New Faculty Success Network

Creating and Fostering a Dynamic Community

Goal: Engage new faculty to build capacity to optimize their success.

Outcomes:

1. Develop an awareness of the culture of IANR to include understanding the expectations of performance and standards of professional citizenship.
2. Develop networks that engage faculty with similar interests in research, teaching and/or extension.

New Faculty Success Network

Creating and Fostering a Dynamic Community

Outcomes:

3. Develop a professional relationship with unit head/chair/ director to assist in individual, career, and organizational development within IANR.
4. Develop a mentoring relationship with a faculty mentor.
5. Help new faculty develop strategies to balance their personal and professional life.

Faculty hired from August 2011 will be invited to participate.



Integrated Talent Management Program for IANR Managerial/Professional and Office/Service Positions

Implemented by Finance & Personnel HR Staff

IANR is Implementing a Talent Management Program

- **Talent Management (TM)** is a commitment to define, recruit, develop and retain the most talented employees available in the job market.
- **INSPIRE**
- Will incorporate a focus on talent into all aspects of the human resources cycle from pre-hire to retire.
- Will utilize a software suite to integrate key HR processes.
- Will address several of the **IANR to 2025** initiatives.

Why is IANR Implementing TM?

Hire the right person – into the right position
– at the right time.

Institute benefits:

- Increase performance to better meet goals of **IANR to 2025**
- Reduced turnover; Lower recruitment and retention costs
- Provide more effective succession planning for key positions

Why is IANR Implementing TM?

Manager benefits:

- Employee is more engaged
- Can focus on developing employees talents into strengths
- Spend less time “fixing” weaknesses and problems
- Simplifies and automates HR processes

Employee benefits:

- Increased job satisfaction and engagement
- Utilize natural talents and strengths at work
- More opportunity for career development

INSPIRE Implementation Plan

Implementation will occur in phases.

Initial Phase (1-3 years):

Nov 2013 – Strengthsfinder Training Sessions for current employees

Jan 2014 – Integrated Talent Mgmt Software Implementation

Feb 2014 – Performance Management utilizing Strengthsfinder

Apr 2014 – IANR Employee Orientation

Second Phase (3-5 years):

Career Paths for Staff

E-Learning

Succession Planning





New Website
coming October
1, 2013

Questions?
Contact Daisy Brayton
472-5239

ianrhr.unl.edu




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Expectations

Research Awards

Awards - \$M	FY13		FY12	
	All UNL	IANR	All UNL	IANR
Research Awards	108.1	38.6	128	36
All Sponsored Activities	195.1	56.1	215.7	51.4



Expectations

Research Expenditures

- Goal for 2018: \$160M of UNL's \$300M

Research Expenditures \$M	FY12		FY11	
	All UNL	IANR	All UNL	IANR
All	253.3	107.8	235.3	91.7
Federal	104.6	29.9	105.7	31.5
Industry	10.5	5.2	10.3	4.2
Sponsored Research Expenditures	123.7	39.4	124.5	40.6



Goal: National Awards

- Tiffany Heng-Moss -- USDA National Excellence in Teaching Awardee (2013)
- Brian Larkins -- American Society of Plant Biologists (ASPB), Stephen Hales Prize
- Jim Alfano - American Association for the Advancement of Science (AAAS) Fellow
- Brian Larkins, Prem Paul - National Academy of Inventors Fellows
- Ron Hanson – Senior Distinguished Undergraduate Teaching Award from the Agricultural and Applied Economics Association and the Distinguished Educator Award from the North American Colleges and Teachers of Agriculture
- Dr. J. Dustin Loy -- Karas Award for an Outstanding Dissertation in Biological Science
- Erin Blankenship - Mu Sigma Rho William D. Warde Statistical Education Award



Goal: National Awards

- Roch Gaussoin – Nebraska Turf Association, Distinguished Service Award
- Richard Ferguson – Fellow, Soil Science Society of America
- Roch Gaussoin – Crop Science Society of America Extension Award
- Sally Mackenzie – Fellow, American Society of Plant Biologists
- Darrell W. Nelson - Soil Science Society of America Distinguished Service Award
- Ellen Paparozzi – Fellow, American Society for Horticultural Science
- Rodger Johnson – American Society of Animal Science Morrison Award
- Dennis Brink - American Society of Animal Science Teaching Fellow Award
- L. Dale Van Vleck - American Dairy Science Association Fellow Award
- Ted Doane—NE Hall of Ag Achievement Honoree
- Jim Gosey—Oklahoma State University Animal Science Graduate of Distinction Award
- Terry Klopfenstein—Selected a member of BEEF magazine’s “BEEF 50”
- Paul Jasa - NE Soil & Water Conservation Society (SWCS) Honor Award
- Steve Taylor - Distinguished Service Award, Food Safety Magazine



Goal: National Awards

Names:	Award:	Sponsor:
David Shelton, Kelly Feehan, Tom Franti, Steve Rodie, Katie Pekarek and Bobbi Holm (Stormwater Management Team)	Outstanding Team Gold Award	Association of Natural Resources Extension Professionals (ANREP)
Rick Stowell, Dennis Schulte and Jill Heemstra	National Blue Ribbon Award	ASABE (American Society of Ag & Bio Engineers)
Sarah Polacek	National Extension Award: Promotional Piece	National Association of Extension 4-H Agents
Jackie Steffen	National Extension Award: Educational Package	National Association of Extension 4-H Agents
Kim Bearnese, Kayla Hinrichs, Mary Pat Hoag, Lisa Kaslon, Kathleen Lodi, Tracy Pracheil, Lee Sherry, Elaine Thelen, Ruth Vonderohe	National Extension Award: Team Promotional Piece	National Association of Extension 4-H Agents



Goal: National Awards

Names:	Award:	Sponsor:
Dennis Bauer, Kim Bearnes, Heather Borck, Brian Bosshamer, Kurtis Harms, Shane Potter, Steven Pritchard, Alli Raymond, Barbara Scharf, Amy Topp	National Extension Award: Excellence in Teamwork	National Association of Extension 4-H Agents
Coparenting Team	National Extension Award: Marketing Award	National Association of Extension Agents
Mary Loftis	National Extension Award: Communicator Award Winner – Feature Story	National Association of Extension 4-H Agents
Lindsay Chichester, Karna Dam, Deb Weitzenkamp, Bob Meduna, Brian Bosshamer, Darci Pesek, Tracy Pracheil, and Elizabeth Janning.	Nebraska Livestock Quality Assurance – National Finalist in NACAA’s Excellence in 4-H Programming Award	
Deb Weitzenkamp, Karna Dam, Lindsay Chichester, Bob Meduna, Brian Bosshamer, Darci Pesek, Tracy Pracheil, Elizabeth Janning, Paul Meduna, Melissa Bausch, Janae Koester, Mollee Sharpe, and Paul Sunneberg	Nebraska Livestock Quality Assurance - NAE4-HA Interactive 4-H Educational Website National Winner	



NEBRASKA INNOVATION CAMPUS



NIC Master Plan



Phase I Building Concept



Companion Building Concept
NIC Offices, Restaurant, Commons Area &
Leasable Office Space



NEBRASKA
INNOVATION
CAMPUS



Companion Building Concept

NIC Offices, Restaurant, Commons Area &
Leasable Office Space



**Companion Building Concept
Outdoor Seating Area**



Follow the action through the web cam
<http://www.truelook.com/clients/tetrad-webcam/>



First Major Partner



REPORT TO THE PRESIDENT ON
AGRICULTURAL PREPAREDNESS
AND
THE AGRICULTURE
RESEARCH ENTERPRISE

Executive Office of the President
President's Council of Advisors on
Science and Technology

DECEMBER 2012



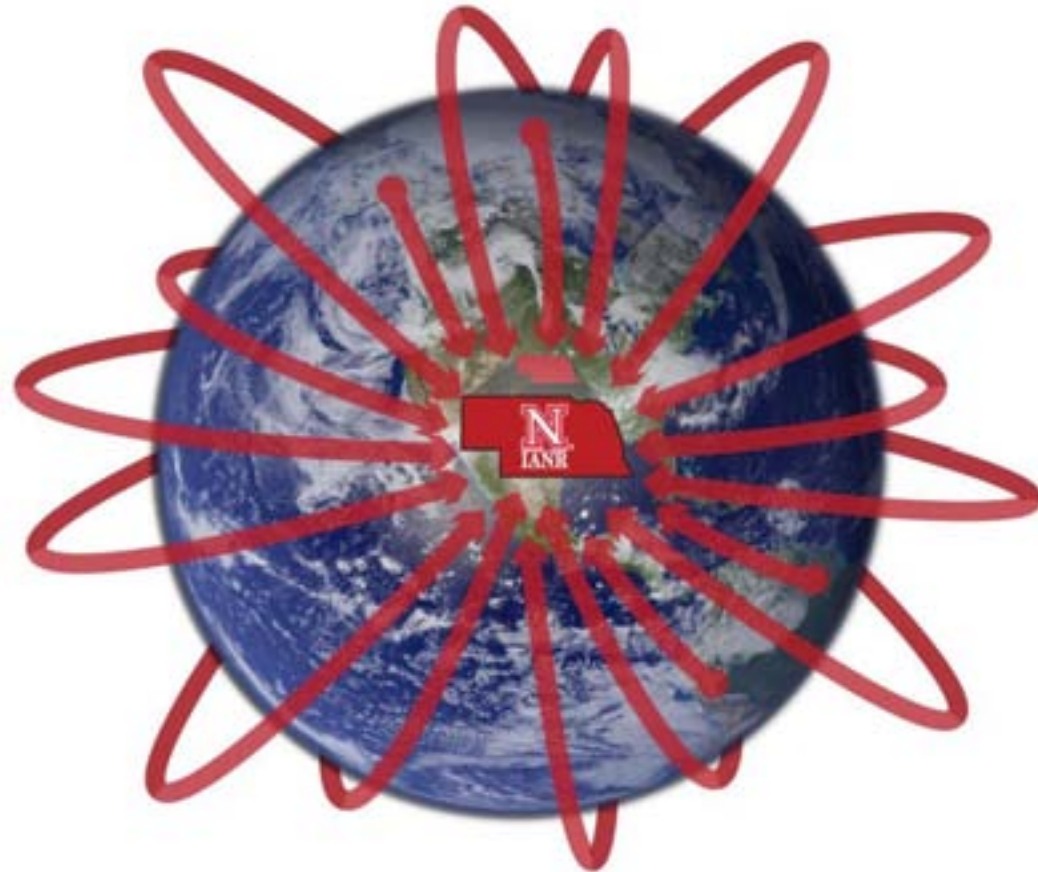
SCIENCE, TECHNOLOGY *and* INNOVATION

Whether it's improving our health or harnessing clean energy, protecting our security or succeeding in the global economy, our future depends on reaffirming America's role as the world's engine of scientific discovery and technological innovation.

— President Barack Obama



- Increase AFRI from \$265 to **\$500 M**
- Increase NSF basic funding for food and ag from \$120 to **\$250 M**
- **\$180 M** in USDA fellowship funding for graduate students and postdocs
- **Create six innovation clusters at \$150 M per year focused on emerging challenges in ag and food**
- Create a permanent scientific advisory committee to advise the USDA Chief Scientist



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Servant Leaders



Alan Moeller

**Assistant Vice Chancellor
IANR**



Linda Boeckner

**District Director
Panhandle Research &
Extension Center**



Steve Kachman
Interim Director
Department of Statistics



Tala Awada
Interim Director
School of Natural Resources

New Faces



John Carroll

Director
School of Natural Resources



Bert Clarke

Department Chair
Statistics

New Faces



Ron Rosati

Dean

Nebraska College of Technical Agriculture

New Places

INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES • UNIVERSITY OF NEBRASKA-LINCOLN



FROM THE VICE CHANCELLOR

Welcome back to our collective IANR community to this "start of the year" time where so much begins to happen so quickly. Whether you are on campus at UNL or NCTA or at one of the many locations across the great state of Nebraska where we are serving our citizens through the Nebraska Agricultural Experiment Station and UNL Extension – this is the time of year we seem to march off to a strong drumbeat with great expectation hanging in the air around us! This is now my fourth year of experiencing this with you – and I can honestly say the collective series of things coming together all at once in front of us has me convinced this will be marked as one of the very most EXTRAORDINARY academic years in the 144-year history of the University of Nebraska.

Just a few of the things that make me extremely excited about the year ahead:

- Our student enrollment is on the upswing – with an increase in the incoming

East Campus Recreation Center



Veterinary Diagnostic Center



Holdrege Street



Holdrege Street



C.Y. Thompson



Placement on Campus – Late Fall

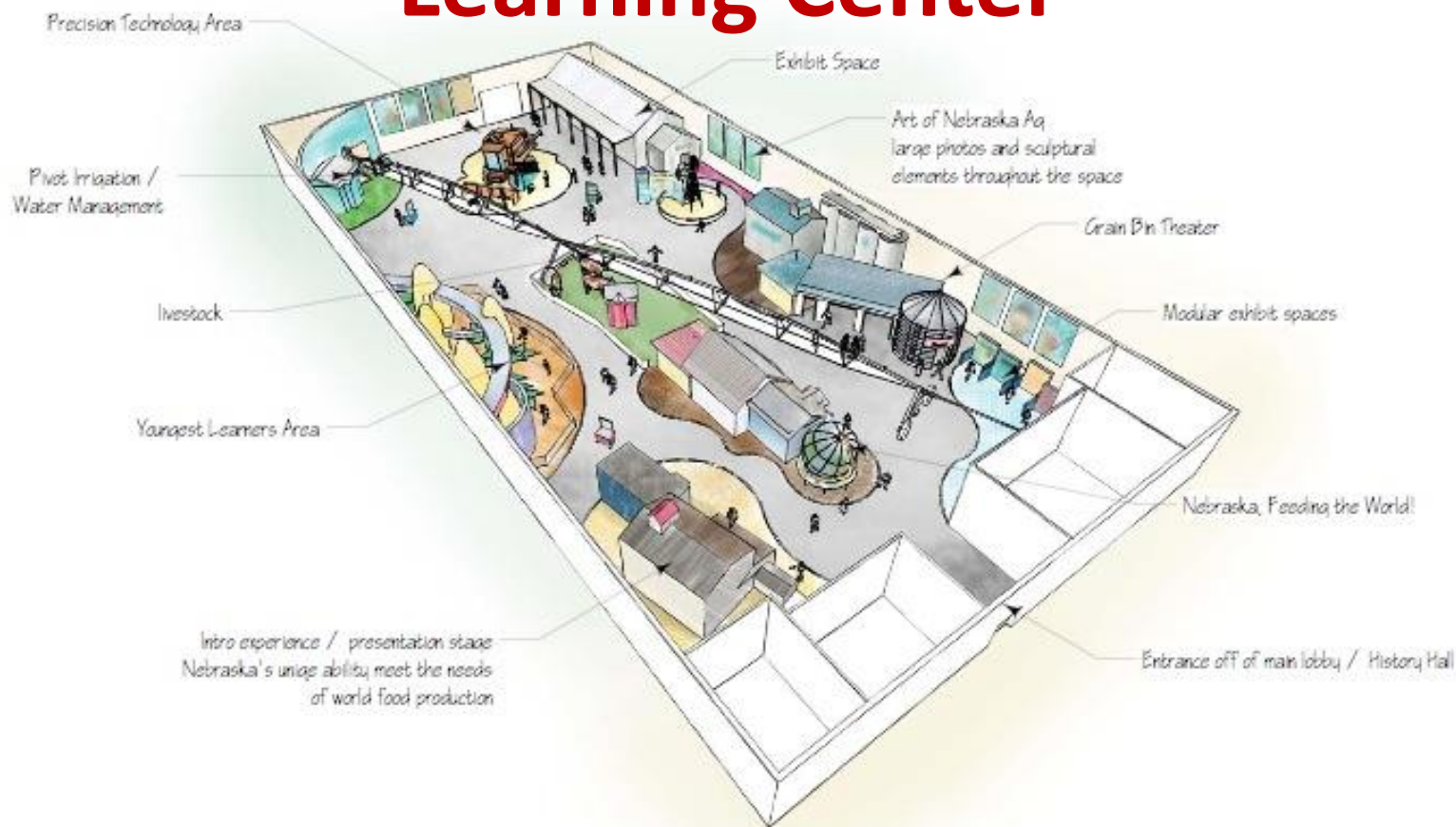


A. Working Working Man
Model to depict within a year's span
Height about 6.5 feet tall with hair
Current from Catalogue wood

T. J. Smith



State Fair "Ag Literacy" Learning Center



Omtvedt Innovation Award

David Hardin



Omtvedt Innovation Award

Dean Eisenhauer, Derrel Martin, Ron Yoder, and Suat Irmak



Omtvedt Innovation Award

Greg Kruger



Upcoming Events



WORKING TO MEET THE WORLD'S GROWING FOOD NEEDS
HEUERMANN LECTURES

Streamed live at heuermannlectures.unl.edu

BEYOND GMOs
TO A MORE HONEST DIALOGUE
ABOUT OUR FOOD

SALLY MACKENZIE

RALPH AND ALICE RAIKES PROFESSOR, PLANT SCIENCES,
UNIVERSITY OF NEBRASKA-LINCOLN

3:30 P.M. MONDAY, SEPTEMBER 30
3:00 P.M. RECEPTION



LOCATION:
HARDIN HALL, 33RD AND
HOLDREGE, LINCOLN, NE

 @HeuermannSeries

 facebook.com/HeuermannLectures

ANYONE WHO REQUIRES REASONABLE ACCOMMODATIONS UNDER THE AMERICANS WITH DISABILITIES ACT, PLEASE CONTACT JUDY NELSON AT 402-472-3031, OR J.NELSON5@UNL.EDU, TWO WEEKS PRIOR TO THE EVENT.

THE UNIVERSITY OF NEBRASKA-LINCOLN IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER.



UNIVERSITY OF
Nebraska
Lincoln



UNIVERSITY OF Nebraska Rural Futures Institute

**2013 Rural Futures Conference
“Stepping Beyond Boundaries”**

November 3-5, 2013

Lincoln, Nebraska

The Cornhusker, A Marriott Hotel

Registration is now OPEN!



rural futures

Smith-Lever Centennial Plans



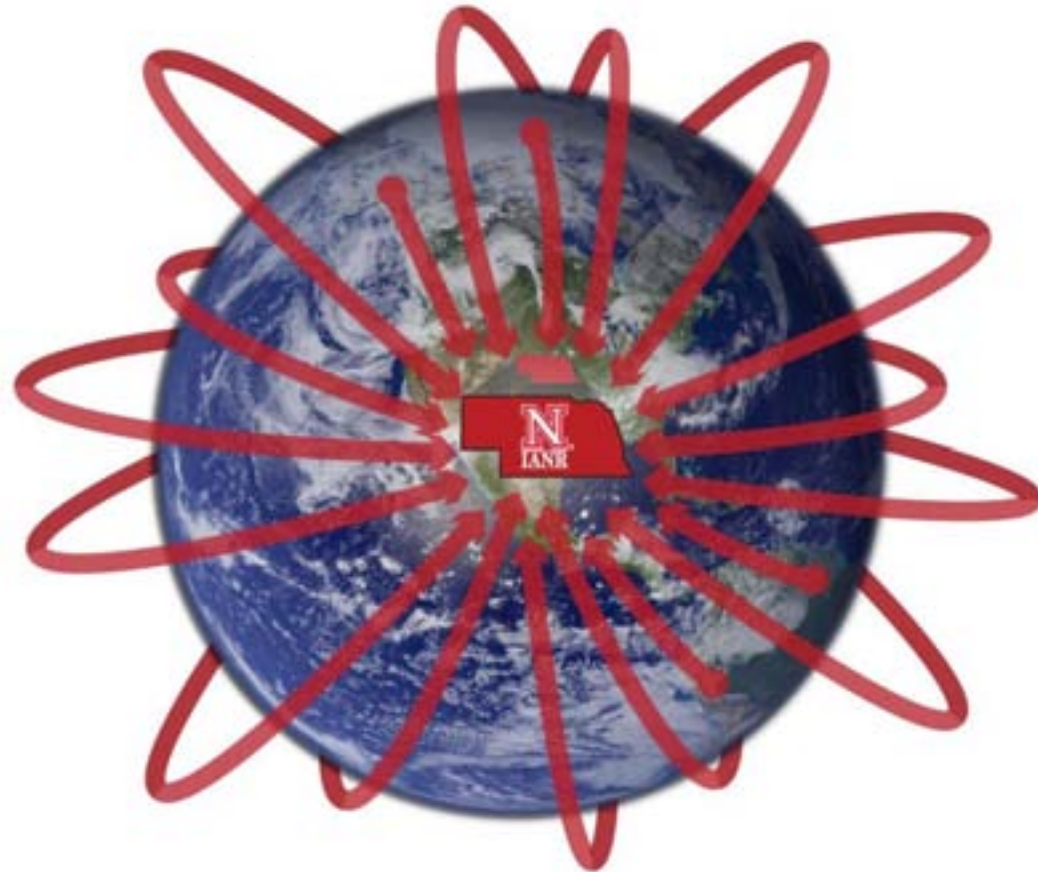


100 CELEBRATIONS

Across Nebraska

- Focus on the Future – Honor the Past
- Celebration Goals
 - Awareness
 - Sharing our Purpose and Vision
 - Commitment to Developing Nebraska Leaders
- Statewide Events
 - 100 Events from Border to Border
 - Extension offices, Research Centers, NU Campuses





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