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
Susan Werner Concert

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.
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

September: A long month full of concerns, market worries

Leaked draft of climate report struggles with drop in warming

Vilsack announces ag air quality task force

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**
  - EPA sued for dropping livestock data count
  - HSUS among groups objecting to the withdrawal of proposed count

- **Food Safety**
  - Food safety rules could halt local food trend
  - Farmers from Vermont, Maine, New Hampshire attended hearings

- **Photography**
  - Photographing the female face of farming
  - USDA: Women-operated farms doubled between 1982 and 2007

- **Agriculture**
  - Does big farming have to mean bad farming?
  - Minnesota grower shows large farms can be environmental

- **Exports**
  - 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

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

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

Drought Impact Types:
- S = Short-Term, typically <6 months (e.g., agriculture, grasslands)
- L = Long-Term, typically >6 months (e.g., hydrology, ecology)
Annual Net Farm Income
In Nebraska: 2001-2012

Net Farm Income (Billion $)

Year

2012 = $5.9B

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

USDA - NASS
August 2, 2013
Lexington

Farming as rocket science

Why American agriculture is different from the European variety

Sep 7th 2013 | From the print edition

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
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
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?”
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
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
<table>
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<tr>
<th>Expectations (by 2018)</th>
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<tbody>
<tr>
<td><strong>Total Enrollment</strong></td>
<td>4,200 (up 37%)</td>
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<tr>
<td>(12.4% of UNL)</td>
<td>(base 3,056)</td>
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<tr>
<td><strong>Undergraduate</strong></td>
<td>3,200 (up 33%)</td>
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<tr>
<td>(base 2,402)</td>
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<tr>
<td><strong>Graduate/PPVM, DPH</strong></td>
<td>1,000 (up 53%)</td>
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<td>(base 654)</td>
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<tr>
<td>Fall</td>
<td>UNL Total</td>
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</tr>
<tr>
<td>Total Enrollment</td>
<td>4,200 (up 37%)</td>
<td>2013</td>
<td>% of goal</td>
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<tr>
<td>(12.4% of UNL)</td>
<td>(base 3,056)</td>
<td>3,316</td>
<td>79%</td>
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<tr>
<td>Undergraduate</td>
<td>3,200 (up 33%)</td>
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<tr>
<td>(base 2,402)</td>
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<td>2,616</td>
<td>82%</td>
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<tr>
<td>Graduate/PPVM, DPH</td>
<td>1,000 (up 53%)</td>
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<td></td>
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<tr>
<td>(base 654)</td>
<td></td>
<td>700</td>
<td>70%</td>
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</table>

Current 6-Year Graduation Rate ~77%
Considerations for Success

➢ Quantity vs. Quality / Academic Rigor

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

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
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

**IANR 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

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.

<table>
<thead>
<tr>
<th>Unit</th>
<th>Award</th>
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<tbody>
<tr>
<td>Agricultural Economics</td>
<td>13,500</td>
</tr>
<tr>
<td>Agronomy &amp; Horticulture</td>
<td>36,000</td>
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<tr>
<td>Biochemistry</td>
<td>75,000</td>
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<tr>
<td>Biological Systems Engineering</td>
<td>36,000</td>
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<tr>
<td>Energy Science Minor</td>
<td>20,000</td>
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<tr>
<td>Food Science &amp; Technology</td>
<td>11,000</td>
</tr>
<tr>
<td>School of Natural Resources</td>
<td>33,000</td>
</tr>
<tr>
<td>School of Vet Med Biomed Sciences</td>
<td>25,000</td>
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</tbody>
</table>
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
GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE
### Research Awards

<table>
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<th>Awards - $M</th>
<th>FY13</th>
<th>FY12</th>
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<tbody>
<tr>
<td></td>
<td>All UNL</td>
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<tr>
<td>Research Awards</td>
<td>108.1</td>
<td>38.6</td>
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<tr>
<td>All Sponsored Activities</td>
<td>195.1</td>
<td>56.1</td>
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## Expectations

### Research Expenditures

- **Goal for 2018:** $160M of UNL’s $300M

<table>
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<tr>
<th>Research Expenditures $M</th>
<th>FY12</th>
<th>FY11</th>
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<td>Federal</td>
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<tr>
<td>Industry</td>
<td></td>
<td></td>
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<tr>
<td>Sponsored Research</td>
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<tr>
<td>Expenditures</td>
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<th>FY12</th>
<th>FY11</th>
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<tr>
<td>All</td>
<td>253.3</td>
<td>235.3</td>
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<tr>
<td>Federal</td>
<td>104.6</td>
<td>105.7</td>
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<td>Industry</td>
<td>10.5</td>
<td>10.3</td>
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<td>Sponsored Research</td>
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<td>124.5</td>
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<tr>
<td>Expenditures</td>
<td>39.4</td>
<td>40.6</td>
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</table>
Goal: National Awards

- 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**

<table>
<thead>
<tr>
<th>Names:</th>
<th>Award:</th>
<th>Sponsor:</th>
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<tbody>
<tr>
<td>David Shelton, Kelly Feehan, Tom Franti, Steve Rodie, Katie Pekarek and Bobbi Holm (Stormwater Management Team)</td>
<td>Outstanding Team Gold Award</td>
<td>Association of Natural Resources Extension Professionals (ANREP)</td>
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<tr>
<td>Rick Stowell, Dennis Schulte and Jill Heemstra</td>
<td>National Blue Ribbon Award</td>
<td>ASABE (American Society of Ag &amp; Bio Engineers)</td>
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<tr>
<td>Sarah Polacek</td>
<td>National Extension Award: Promotional Piece</td>
<td>National Association of Extension 4-H Agents</td>
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<tr>
<td>Jackie Steffen</td>
<td>National Extension Award: Educational Package</td>
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<td>Kim Bearnes, Kayla Hinrichs, Mary Pat Hoag, Lisa Kaslon, Kathleen Lodl, Tracy Pracheil, Lee Sherry, Elaine Thelen, Ruth Vonderohe</td>
<td>National Extension Award: Team Promotional Piece</td>
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<td>Dennis Bauer, Kim Bearnes, Heather Borck, Brian Bosshamer, Kurtis Harms, Shane Potter, Steven Pritchard, Alli Raymond, Barbara Scharf, Amy Topp</td>
<td>National Extension Award: Excellence in Teamwork</td>
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<td>Coparenting Team</td>
<td>National Extension Award: Marketing Award</td>
<td>National Association of Extension Agents</td>
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<tr>
<td>Mary Loftis</td>
<td>National Extension Award: Communicator Award Winner – Feature Story</td>
<td>National Association of Extension 4-H Agents</td>
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<tr>
<td>Lindsay Chichester, Karna Dam, Deb Weitzenkamp, Bob Meduna, Brian Bosshamer, Darci Pesek, Tracy Pracheil, and Elizabeth Janning.</td>
<td>Nebraska Livestock Quality Assurance – National Finalist in NACAA’s Excellence in 4-H Programming Award</td>
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<tr>
<td>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</td>
<td>Nebraska Livestock Quality Assurance - NAE4-HA Interactive 4-H Educational Website National Winner</td>
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Companion Building Concept
NIC Offices, Restaurant, Commons Area & Leasable Office Space
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
- 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
GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE
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
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 freshman class of 308 students, which is the largest in University history.
East Campus Recreation Center
Veterinary Diagnostic Center
Holdrege Street
C.Y. Thompson
Placement on Campus – Late Fall
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
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
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!
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
GROWING A HEALTHY FUTURE
FOOD • FUEL • WATER • LANDSCAPES • PEOPLE