GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE
Roadmap for Today’s Conversation

- Check-Step on NU, UNL, and *IANR to 2025* Goals
- FY 2016-17 Budget Landscape
- Convergence on Infrastructure Growth
  - Physical state-wide campus
  - Distance ed planning
  - Talent management
  - New media platform
- Leadership Transitions
Fifth Year of IANR to 2025
Point of Inflection!

The next six years are going to dwarf the last four . . .
To be the leading public university in the world in *sustainably* “feeding the future” . . . through advancing food, energy, natural resource and rural landscape security.
Goals

- Increase Enrollment to 30,000
- Increase Faculty by ~170
- Increase 6-year graduation rate to 70%
- Increase research expenditures to $300 M
- Increase national/international recognition of faculty
- Successfully launch Phase I of Nebraska Innovation Campus
Post-Inflection Point Goals

ENROLLMENT → 4,200

Fall 2014 – UG ~2,750
GRAD ~750

+700 (20%)
Post-Inflection Point Goals

Research Expenditures $120M

FY 2014 – $80M

+$40M (50%)
Post-Inflection Point Goals

**6-YEAR GRADUATION RATE**

- **82%**

  **FY 2014** – ~78%

  +4% (5%)
Post-Inflection Point Goals

**FACULTY HIRING**  ➔  +65 Tenure Track Faculty

Through FY 2014
+46 FTE TTF

+19 (~5%)
Post-Inflection Point Goals

Faculty Growth Initiative

Phase I = 45 (incl DWFI)
Phase II = 34 + 5 = 39
2014 VSIP & Departures = <28.7>
Expected 2016-17 = 10

Net = +65
Join Our Growing Team at IANR

A LITTLE BACKGROUND ON IANR’S RECENT HIRING INITIATIVES:

The Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln (UNL) is committed to world-class excellence in applications of agricultural and life sciences towards a sustained high quality of life for the citizens of Nebraska, and for a quickly growing global population.

Early in 2013, reflecting this commitment, IANR launched an initiative to hire new tenure-track faculty members in strategic impact areas of: Science Literacy; Stress Biology of Plants, Animals, and Agroecosystems; Healthy Humans; Healthy Systems for Agricultural Production and Natural Resources; and Computational Sciences. This Phase 1 effort was very successful, resulting in the recruitment and hiring of 35 highly skilled tenure-line faculty members (with two searches still active).

IANR is now moving forward with Phase 2 of this hiring initiative. Check back on this page for continued updates on new positions available and also dates and times for candidate seminars.

RECENT FACULTY HIRES

Karsten Koehler, Nutrition and Health Sciences, Start Date 8/17/2015
## Retirement Demographic

<table>
<thead>
<tr>
<th>Departmental Unit</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Economics</td>
<td>2</td>
</tr>
<tr>
<td>Agronomy &amp; Horticulture</td>
<td>6</td>
</tr>
<tr>
<td>Animal Science</td>
<td>3</td>
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<tr>
<td>Biochemistry</td>
<td>2</td>
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<tr>
<td>Biological Systems Engineering</td>
<td>2.5</td>
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<tr>
<td>Child, Youth, and Family Studies</td>
<td>0.245  (1)</td>
</tr>
<tr>
<td>Food Science &amp; Technology</td>
<td>2</td>
</tr>
<tr>
<td>Nebraska Extension</td>
<td>1</td>
</tr>
<tr>
<td>Nutrition &amp; Health Sciences</td>
<td>0.49   (2)</td>
</tr>
<tr>
<td>School of Natural Resources</td>
<td>6</td>
</tr>
<tr>
<td>Statistics</td>
<td>2</td>
</tr>
<tr>
<td>Textiles, Merchandising and Fashion Design</td>
<td>1.45   (3)</td>
</tr>
</tbody>
</table>

Total: 28.65
Post-Inflection Point Goals

NEBRASKA INNOVATION CAMPUS

350,000 sq. feet

+80K sq. feet
Innovation Campus
Phase 1 Building – 350,000 sq. feet

UNL Dept. of Food Science and Technology!
Follow the action through the web cam
www.truelook.com/clients/tetrad-webcam/
PHENO-Summit
October 2015
NEBRASKA ALLIANCE FOR ADVANCED FOOD SANITATION

Opportunities
- More effective and efficient sanitation approaches
- Creation of environmentally friendly methods, reduce time and cost, improve food safety and food security.

Cooperative Technology Development
- Extend internal resources of members, explore new technologies and get first look at new discoveries.

Education
- Dissemination of science critical to industry partners and regulators.

Consulting
- Problem solving and evaluation of emerging technologies.

Innovation and Advancement in Production Sanitation
- A unique opportunity exists for the creation of the Nebraska Alliance for Advanced Food Sanitation. The University of Nebraska-Lincoln and industry partners in the alliance will conceptualize, create, and disseminate improved sanitation approaches and practices. More efficient and effective sanitation will result in a reduction in the quantities of chemicals used in sanitation, savings in time and operational costs resulting in more affordable foods at the consumer level, and consistently safer food products.

The timing for this initiative is opportune to support the mandates for validated preventive controls for food safety hazards that will be promulgated by the U.S. Food and Drug Administration’s Food Safety Modernization Act (2011). Alliance activities are envisioned to focus on all manner of food safety concerns, including microbial pathogens, allergens, and toxic chemicals: food quality and shelf life; cost and risk benefit assessments; water conservation and reusability; and genetically engineered foods.

General Information:
- Ann Willet Pharm. D., MBA, Director of Strategic Alliances: 402.472.5535 awillet2@unl.edu

Department of Food Science and Technology:
- Steve Taylor, Ph.D., University of Nebraska-Lincoln: 402.472.2813 stevety@unl.edu
- Joe Basomer, Ph.D., University of Nebraska-Lincoln: 402.472.3071 jbasomer2@unl.edu

The University of Nebraska-Lincoln is an equal opportunity educator and employer.
Post-Inflection Point Goals

IANR OPERATING BUDGET $300M

FY 2015 -- ~$220M (EST)

+$80M (36%)
Total factor productivity index projections

- Historical actual
- Scenario 1: R&D constant, nominal $
- Historical trend
- Scenario 3: R&D increases 1% per year, real $
- Scenario 1*: R&D constant, nominal $
  with one-time cut of 25% in 2014

Base year: 2008 = 100

Source: Economic Research Service.
GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE

- PCAST (Ag Research, Antibiotics)
- AGree
- Chicago Council on Global Affairs
- STEM Ag and Food Council
- Council on Competitiveness
- Foundation for Food and Ag Research
- NAAAS (Animal Ag / Science)
- NNMI (Food Factory of the Future)
Feeding the World

By 2050 we’ll need to feed two billion more people. How can we do that without overwhelming the planet?

PHOTOGRAPHS BY GEORGE STEINMETZ

EDITORIAL

Building agricultural research

In recent years, there has been an explosion of interest in agricultural research, driven by the need to feed a growing population and to improve the sustainability of food production. However, the funding for agricultural research has not kept pace with the demand, leading to a substantial gap between the need for research and the resources available.

The United States is a leader in agricultural research, but the funding for this research has not kept pace with the need. The National Institute of Food and Agricultural Research (NIFA) is the primary source of funding for agricultural research in the United States, but the amount of funding available is not sufficient to address the challenges facing agriculture.

The National Science Foundation (NSF) has also supported agricultural research, but the funding for this research is currently under threat. The proposed budget for NSF includes a $3 billion reduction in funding for agricultural research, which would have a significant impact on the ability of universities and other institutions to conduct research.

The urgency of the need for agricultural research is clear, and action is needed to ensure that the funding for this research is adequate to meet the challenges facing agriculture. The NSF should be supported and given the resources needed to conduct high-quality research that will help to feed a growing population and to improve the sustainability of food production.

Donald J. Trump

President of the United States

April 12, 2018
Legislative Update
New Faces

18 rookies in Nebraska Legislature start from scratch with new speaker, new governor

By Paul Hammel / World-Herald Bureau

LINCOLN — There's an air of uncertainty and anticipation as the 90-day session of the Nebraska Legislature begins today.

Eighteen new state senators will take their seats in the 49-seat unicameral Legislature, and a new governor, Omaha businessman Pete Ricketts, will take office Thursday.

Ricketts, a conservative Republican, is the first governor to come into office with no government experience since war hero and restaurateur Bob Kerrey was elected in 1982.

So there's no record from which to predict how Ricketts might handle state issues.

As a group, the new state lawmakers are more conservative than their predecessors. But how that plays out in terms of new laws and priorities in a new, two-year state
NU ‘State-Aided’ Budget

SOURCES

State Appropriations 62%
Tuition 35%
Other 3%

Two primary funding sources: State tax dollars and student tuition
State funding and tuition historically have an inverse relationship.

2010 reflects original state appropriation increase. Does not include special session reductions.
Long Session = Budget Setting Year

State appropriations to NU for general operations had been relatively flat for five straight years.

- Not a sustainable model if we are to maintain affordability while also investing in our priorities.
- Faculty salaries are behind our peers.
Long Session = Budget Setting Year

Proposed 2015-17 (core operations) request for an annual increase in the NU state-aided budget of 2.1 to 4.4 %, depending on our salary increase – increases that are comparable to the Legislative Fiscal Office’s projected 4.4 percent state spending growth for the next biennium.
Additional Items of Interest in the “Core” Budget

- **Targeted** investments to assist faculty and staff salaries catch up to peer institutions
- **NU’s Programs of Excellence**, high-priority academic programs across the four campuses
- **Collegebound Nebraska**, the financial aid program that promises full tuition assistance for low-income students
- **“College Pipeline” commitments** made to the White House to expand access for under-represented students
- 1% for **core operations**, including IT support, utilities and **building O&M**
LB 154 – Senator Hadley Economic Competitiveness Initiative

Provides funding to support:

• **Nebraska Innovation Campus**
• Peter Kiewit Institute/ College of Eng.
• Building a Healthier Nebraska Kearney Health Science Programs
• **National Strategic Research Institute**
• **Rural Futures Institute**
KEY Request in the Budget

Nebraska College of Technical Agriculture (NCTA) - seeking state support for faculty enhancement, including hiring a meat science instructor and veterinarian, classroom and laboratory equipment replacement, and other investments critical to its success.
Growing the Campus
<table>
<thead>
<tr>
<th>Project</th>
<th>Completion Date</th>
<th>Cost</th>
<th>State Funding</th>
<th>Private Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biofibers Research Lab</td>
<td>Fall 2013</td>
<td>$376K</td>
<td>$376K</td>
<td></td>
</tr>
<tr>
<td>Havelock Farm Popcorn Building</td>
<td>Fall 2014</td>
<td>$450K</td>
<td>$450K</td>
<td></td>
</tr>
<tr>
<td>Entomology Bldg (WCREC)</td>
<td>Winter 2014</td>
<td>$337K</td>
<td>$337K</td>
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<tr>
<td>Snyder Addition (WCREC)</td>
<td>March 2014</td>
<td>$412K</td>
<td>$412K</td>
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<tr>
<td>Elliott Bldg Upgrade (PHREC)</td>
<td>Fall 2014</td>
<td>$3.9M</td>
<td>$3.9M</td>
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<tr>
<td>Animal Handling Facility (PHREC)</td>
<td>Fall 2013</td>
<td>$320K</td>
<td>$320K</td>
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<tr>
<td>High Plains Ag Lab (Sidney)</td>
<td>June 2014</td>
<td>$510K</td>
<td>$10K</td>
<td>$500K</td>
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<tr>
<td>Commodity Trading Room</td>
<td>Fall 2014</td>
<td>$763K</td>
<td>$763K</td>
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<tr>
<td>Stumpf International Wheat Center</td>
<td>December 2014</td>
<td>$1.02M</td>
<td>$20K</td>
<td>$1M</td>
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<tr>
<td>East Campus Rec</td>
<td>Summer 2015</td>
<td>$14.9M</td>
<td>$14.9M</td>
<td></td>
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<tr>
<td>Raising Nebraska – State Fair</td>
<td>Summer 2015</td>
<td>$5M</td>
<td>$5M</td>
<td></td>
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<tr>
<td>Quilt House Expansion</td>
<td>Summer 2015</td>
<td>$7M</td>
<td>$7M</td>
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<tr>
<td>Veterinary Diagnostic Center</td>
<td>Fall 2017</td>
<td>$45M</td>
<td>$41M</td>
<td>$4.2M</td>
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<td>Nebraska Innovation Campus</td>
<td>2015/Ongoing</td>
<td>$85M</td>
<td>$30</td>
<td>$55</td>
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<tr>
<td>East Campus Residence Hall</td>
<td>Fall 2017</td>
<td>$37.5M</td>
<td>$37.5M</td>
<td></td>
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<tr>
<td>CASNR Learning Commons</td>
<td>Fall 2017?</td>
<td>$4M</td>
<td>$4M</td>
<td></td>
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<tr>
<td>East Campus Learning Commons &amp; Legacy Plaza</td>
<td>Spring 2018?</td>
<td>$26M</td>
<td>$10M</td>
<td>$16M</td>
</tr>
</tbody>
</table>

Total: $233M
East Campus Master Plan

. . . The map to follow for any project
Havelock Farm – Popcorn Research

Completion – 2014
Holdrege Street – 35 East

Opened
Fall 2014
WCREC – New Entomology Bldg

Completed Fall 2014
WCREC – Snyder Addition

Completed March 2014
PHREC Elliott Building Upgrade
Animal Handling Facility
Panhandle REC
High Plains Ag Lab
“Fenster” Building at Sidney

Dedicated June 2014
Commodity Trading Room
Dept. of Ag. Economics, Filley Hall 57

Opened in Fall 2014
Legacy Plaza

Dedicated Fall 2014
South “Gates” to East Campus
Spring 2015
Stumpf International Wheat Center

“Sneak Peek Open House”
Dec 2014
East Campus Recreation and Wellness Center

Open Summer 2015
Veterinary Diagnostic Center

Opening in 2017
Follow the action through the web cam
www.truelook.com/clients/tetrad-webcam/
Consortium for Integrated Translational Biology
Creating a transdisciplinary environment to bridge the genotype to phenotype gap

Lab to Field Infrastructure
PHENO-Summit
October 2015
Platform Suspension System

Contributors:
- Mechanical and Materials Engineering, College of Engineering – Mechanical design and construction, controls design
- CALMII – Wireless Instrument Pod

Winch Assembly for optimum angle adjustment

Laptop

Wireless Connection

XYZ Position motors & Cable assemblies

Instrument Pod

XYZ Programmable Path

45° Optimum Angle

Calibration Target
A New Residence Hall for East Campus!

There are dorms at the University of Nebraska-Lincoln's East Campus, and plenty of open beds. But most students who take classes there would rather live somewhere else, where they spend most of their time. Some live in apartments near their classes, even though they'd rather be on campus. The East Campus dorms -- traditional dorms with community bathrooms, built in 1937 -- have outlived their appeal.

That's why UNL has launched a $37.7 million plan to increase capacity to 234 and replace the old buildings with a mix of pod-style and apartment-style housing within a new building located next to the East Campus Union. UNL officials hope the change at the campus that houses many agriculture programs and the Nebraska College of Law will be a step toward a more appealing atmosphere.

"We want to enhance the vibrancy of East Campus," said Sue Gildersleeve, UNL director of housing. "Having housing there, particularly next to the student union, is going to accomplish that."

According to a study that UNL commissioned, the university could count on about 215 East Campus beds being filled, based on current enrollment figures.
Biochemistry Hall

Proposed space for new housing
A New Residence Hall for East Campus!
C.Y. Thompson Student Learning Commons

Top Fundraising Priority
Statewide Resource Optimization Task Force – Implementation Steps
IANR Statewide Resource Optimization Task Force

Objective:

To comprehensively evaluate the land, facility, and personnel resources of the IANR teaching, research, and extension missions across the state-wide campus of Nebraska, and, to determine if opportunities exist for more effective use and management of those resources to meet long-term needs for growing a healthy future through research and education in the areas of food, fuel, water, landscapes, and people.
IANR Statewide Resource Optimization Task Force

- Don Adams
- Stephen Baenziger
- Larry Berger
- Linda Boeckner
- Homer Buell
- Chuck Burr
- Dan Duncan
- Galen Erickson
- Richard Ferguson
- Eugene Glock
- Tiffany Heng-Moss
- Lisa Kaslon
- Mark Kuzila
- Keith Olsen
- Mark Schroeder
- Kim Todd

Ex-Officio:
- Marjorie Kostelnik
- Ron Rosati
- Steve Waller

Task Force Coordinator:
- David Jackson

Co-Chairs: Archie Clutter and Chuck Hibberd
“Renewed” 21st Century
Eastern Nebraska Research Capacity
Statewide Resource Optimization—Implementation Steps Timeline

- Oct 1 – Implementation Plan for IANR Media and Technology Platform (1/15)
- Sept-Dec – Initial Modeling of recommended changes in state-wide R/E infrastructure by sub-task force
- Jan-Jul 15 – Financial modeling and structural proposals completed
- Jul-Dec 15 – Public Vetting and Discussion of proposed plan (expected Jul 16 target)
Media Optimization

Hiring Update
• Communications & Media Coordinator, screening of candidates
• Web Strategist, screening of candidates
• Media Specialist, seeking applicants (closes February 2)

Going Forward
• The new IANR media group will provide support for electronic media (video and audio) and interactive media development.
• We will be integrating with UComm to offer many of the other services previously offered by EdMedia.
Media Optimization

Media Plan
• A complete list of services offered by the new IANR Media group, and process for requesting work, will be distributed once the Communications & Media Coordinator is in place.

In the Mean Time:
• Press release questions can be directed to Jill Brown
• Other Ed Media questions should be directed to Mary Garbacz

Toolbox
• New UNL toolbox has been released - ucomm.unl.edu/toolbox
• Updated IANR unit “N” lock-ups are in process and a note will be sent out when they become available
CASNR Distance Education Programs
NU Online Worldwide

Degree Programs:
Bachelor of Science in Applied Science
Agronomy, M.S.
Applied Science, M.A.S.
- Specialization in Science for Educators
Entomology, M.S.

Certificates:
Meat Culinology, Undergraduate Certificate
Insect Biology for Educators, Graduate Certificate
AG*IDEA Programs
Great Plains Interactive Distance Education Alliance

Graduate Certificates:
Advanced Horticulture
Floriculture & Nursery Production
Food Safety & Defense
Grasslands Management
Ornamentals Landscape & Turf

Concentration:
Community Development, Applied Science (M.A.S.)
CASNR Distance and Online Education

- CASNR is a leader in the development and delivery of online and distance education programming.

- Develop a 2025 plan charting the course and strategies needed to continue to achieve excellence in distance and online education and develop programming that addresses the needs of a changing society.
CASNR Distance and Online Education Advisory Team

Andreia Bianchini (FDST)  
Dan Cotton – Chair (CASNR, NExt)  
Dave Gosselin (SNR)  
John Kammerman (SVMBS)  
Dave Lambe (AGRO-H, EAEP)  
Gina Matkin (ALEC)  
Diane Wasser (CASNR)  
Mark Burbach (SNR)  
Fabio De Mattos (AGEC)  
Tiffany Heng Moss (CASNR, ENT)  
Lisa Karr-Lilienthal (ANSC)  
John Markwell (CASNR, BIOC)  
Walter Schacht (AGRO-H)  
Tom Weissling (ENT)  
Deb Weitzenkamp (NExt)
UNL Deans Council Working Group on Distance Education

- Design and recommend a revenue-sharing model that will apply to “true distance” programs, i.e., majors, minors or certificates with the goal of recognizing and fairly compensating the colleges.

- Identify strategic targets of opportunity for the creation/expansion of transcripted (degrees, majors, minors, certificates) distance education programs.
UNL Deans Council Working Group on Distance Education

Brad Sheriff (Co-Chair) (VCAA)
Marjorie Kostelnik (Co-Chair) (CEHS)
Marie Barber (ODE)
Renee Batman (VCAA)
Tammy Beck (CBA)
Tiffany Heng-Moss (CASNR)
Maria Marron (JOUR)
Deborah Minter (A&S)
Ken Nickerson (Senate/A&S)
Mary Niemiec (Online Worldwide)
Focus Groups

- 17 focus groups (from June-Sept 2014)
- Participants: on- and off-campus staff, faculty and administrators
- Results will help us develop INSPIRE priorities
- Access Focus Group results at: ianrhr.unl.edu

You spoke, we listened.
INSPIRE UPDATE – What is Next?

Staff Survey

- PURPOSE: Find out more about IANR culture directly from staff.
- Will be sent to all Man/Prof and Office/Service staff in January 2015
- Results will help us further develop INSPIRE priorities
INSPIRE UPDATE – What is Next?

Other 2015 Priorities

• Updated Performance Management process for IANR staff in 2016
• Evaluation of current HR processes
• Manager training and development
• StrengthsFinder team discussions
• IANR onboarding & orientation program for new hires
• Revision of IANR HR website (In progress!)
INSPIRE UPDATE – Learn More?

How to Learn More

• Visit the IANR HR website (In progress!)
  - Review Focus Group Summary
  - Review INSPIRE Pillars
  - Review INSPIRE HR Model
  - Sign up for the INSPIRE listserv

• For questions about INSPIRE, please email the IANR HR Team at ianrhr@unl.edu
Servant Leaders
Leadership Transitions

School of Veterinary Medicine and Biomedical Sciences

Don Beermann        Don Reynolds
Leadership Transitions

David Jackson
Associate Dean, ARD
to
Associate Vice Provost, NU
Leadership Transitions

Josh Davis
IANR Assistant Vice Chancellor
Global Engagement
Leadership Transitions
Southeast Director

Susan Williams
Dave Varner
Leadership Transition / Succession

- New NU President
- New UNMC Chancellor
- UNL Deans (only two >5 years)
- Searching for UNL SVCAA
- UNL Chancellor
HEUERMANN LECTURES

Climate Change in the American Mind

Speaker: ANTHONY LEISEROWITZ,
Yale School of Forestry & Environmental Studies

MARCH 10, 2015 | 3:30 P.M.
HARDIN HALL, 33RD AND HOLDREGE, LINCOLN, NE
Illuminating A Nebraska Renaissance