

GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE




GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE

All Hands Meeting
September 3, 2014
Nebraska East Union

Roadmap for Today's Conversation



- Reflecting back over the past 4 years
- Anticipating the next 6 years to 2020
- Near-term budget/fiscal outlook
- Phase II Faculty Hiring Plan

Roadmap for Today's Conversation



- Resource optimization implementation plans
- Leadership transitions
- Celebrating servant leaders / leadership
- Upcoming community events

5th Year / 8th ALL HANDS!





1st Retreat – Nov 2010

“Surveying the Landscape”



– “declining”

Economic Downturn

Defensive

Budget Uncertainty

Vulnerable

Top Down
Mentality



–

Administrative
Commitment?



Defensive
Vulnerable
Top Down Mentality
Budget Uncertainty
Economic Downturn

2010

2nd Retreat – July 2011



“IANR to 2025”

Item	Strategic Area	Recommendation	Action	Notes
61	Evaluation & Assessment Box C	Provide faculty a structured feedback mechanism after a RFF is submitted	Change evaluation criteria for the next round to faculty	See how the last round and used in 2011 reporting
62	Evaluation & Assessment Box C	Review self-evaluation process	Modify new self-evaluation process	Meet for additional review will be reported after July 2, 2011 Consult with HR and IIR
63	Acquiring, Developing & Retaining Human Talent Box 1	Recruit of faculty being college of the culture or culture of department	Review of last Round 1 on how well it is working in culture and department	Staff needed and ready to be recruited and assessed at Round 2
64	Acquiring, Developing & Retaining Human Talent Box 1	Review of last Round 1 on how well it is working	Last Round for each round will be primary criteria for being used & consider other administrative processes	Highlight both dimensions of R1 at Round 2
65	Acquiring, Developing & Retaining Human Talent Box 1	Enhance and streamline research and center focus	When change comes there are trade-offs, more and less, and decisions & authority to be at faculty table in building change	Staff need more in many dimensions from the previous planning process
66	Acquiring, Developing & Retaining Human Talent Box 1	Review when you get to faculty table, department	Administratively, having the needed rights to make it when you get directly into the faculty table	Will be required during R1 R2 budget development
67	Acquiring, Developing & Retaining Human Talent Box 1	Enhance and streamline research and center focus	Enhanced faculty committee in driving student ship program	Need to support local and committees
68	Acquiring, Developing & Retaining Human Talent Box 1	Review when you get to faculty table, department	Review when you get to faculty table, department	Review when you get to faculty table, department
69	Acquiring, Developing & Retaining Human Talent Box 1	Review when you get to faculty table, department	Review when you get to faculty table, department	Review when you get to faculty table, department
70	Acquiring, Developing & Retaining Human Talent Box 1	Review when you get to faculty table, department	Review when you get to faculty table, department	Review when you get to faculty table, department

- Realization of true opportunity, administrative commitment, “turn of the culture”
- Commitment to 53 planks of ***IANR to 2025***
- Opening up of leadership process – IANR LC

Defensive
Vulnerable
Top Down Mentality
Budget Uncertainty
Economic Downturn

2010

“Turning
the
Culture!”

IANR
to
2025

2011

3rd Retreat – July 2012

“Leading UNL in Growth”

- Conscious choice to grow, mechanics / budget of how to grow strategized
- Launching of *Faculty Growth Plan*



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IANR
to
2025

2011

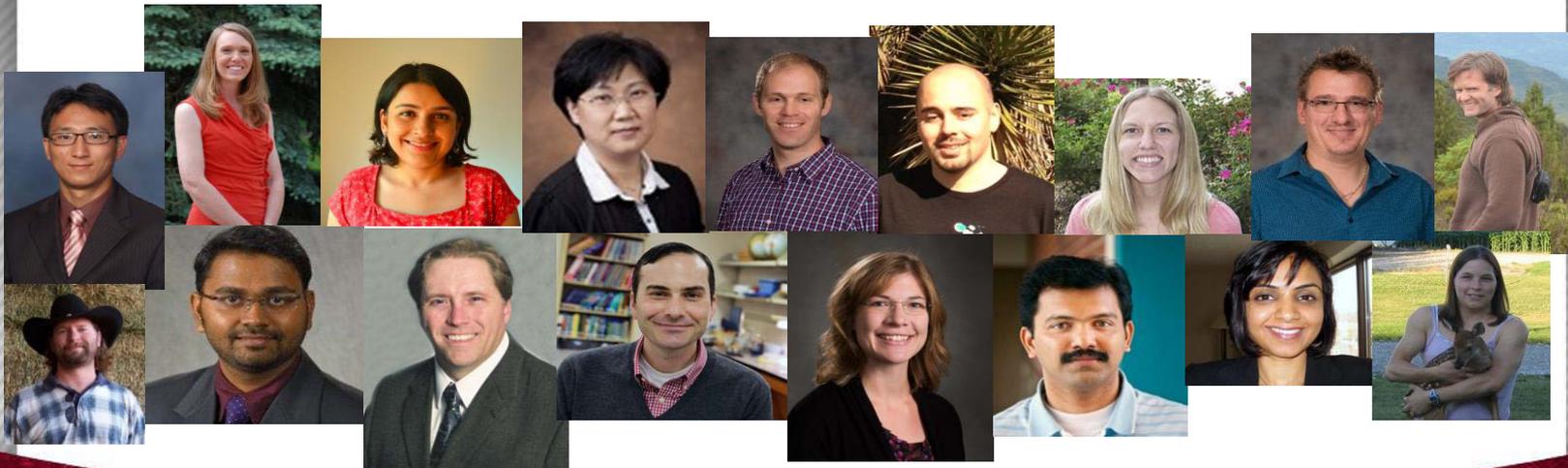


2012

4th Retreat – July 2013

“Checking the Bases”

- Hiring initiative wrap-up and review
- Checking IANR and UNL/NU budget issues and perspectives
- Integration of new talent into IANR LC



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2012



2013

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2011



2012



2013



2014

5th Retreat – July 2014

“Inflection Point”

- Continue faculty/staff growth
- Enhance the new faculty success network
- Optimize our state resources
- Utilize the 5% tax and end of year funds effectively
- Grow Innovation Campus
- AND MUCH MORE



Point of Inflection!

The next 6 years
are going to dwarf
the last 4 . . .

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to
2025
2011



2012



2013-14



2020

To be the leading public university
in the world in “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



Leading UNL Goals

- 1) 10th consecutive year of enrollment growth in Ag & Nat Res (**anticipate 6-8% increase**) (**NCTA up 53% in 1st year class**).
- 1) FY 2014 exceeded record in 2012 in research expenditures (**\$80M**).
- 2) 6-year graduation rate of **~78%**
- 3) Increasing tenure-track faculty by ~13% (**46 FTE**) with additional **34** planned in Phase II.
- 4) Leading the population and development of Phase I of Nebraska Innovation Campus



Post-Inflection Point Goals

ENROLLMENT → **4,200**

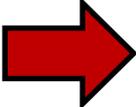
Fall 2014 – UG ~2,750

GRAD ~750

+700 (20%)



Post-Inflection Point Goals

RESEARCH EXPENDITURES  **\$120M**

FY 2014 – \$80M

+\$40M (50%)

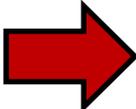


Craig Chandler | University Communications

Janos Zempleni, the director of the new center, discusses his research at an Aug. 25 grant announcement at the Van Brunt Visitors Center.



Post-Inflection Point Goals

6-YEAR GRADUATION RATE  **82%**

FY 2014 – ~78%

+4% (5%)



Post-Inflection Point Goals

FACULTY HIRING → *+65 Tenure
Track Faculty*

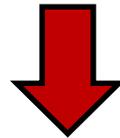
*Through FY 2014
+46 FTE TTF*

+19 (~5%)



Post-Inflection Point Goals

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!



NEBRASKA ALLIANCE FOR ADVANCED FOOD SANITATION 



Opportunities

MORE EFFECTIVE AND EFFICIENT SANITATION APPROACHES:
Create more 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 awille2@unl.edu

Department of Food Science and Technology:

Steve Taylor Ph.D. University of Nebraska-Lincoln 402 472 2833 staylor2@unl.edu

Joe Baumert Ph.D. University of Nebraska-Lincoln 402 472 3070 jbaumert2@unl.edu

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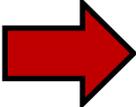




Follow the action through the web cam
www.truelook.com/clients/tetrad-webcam/



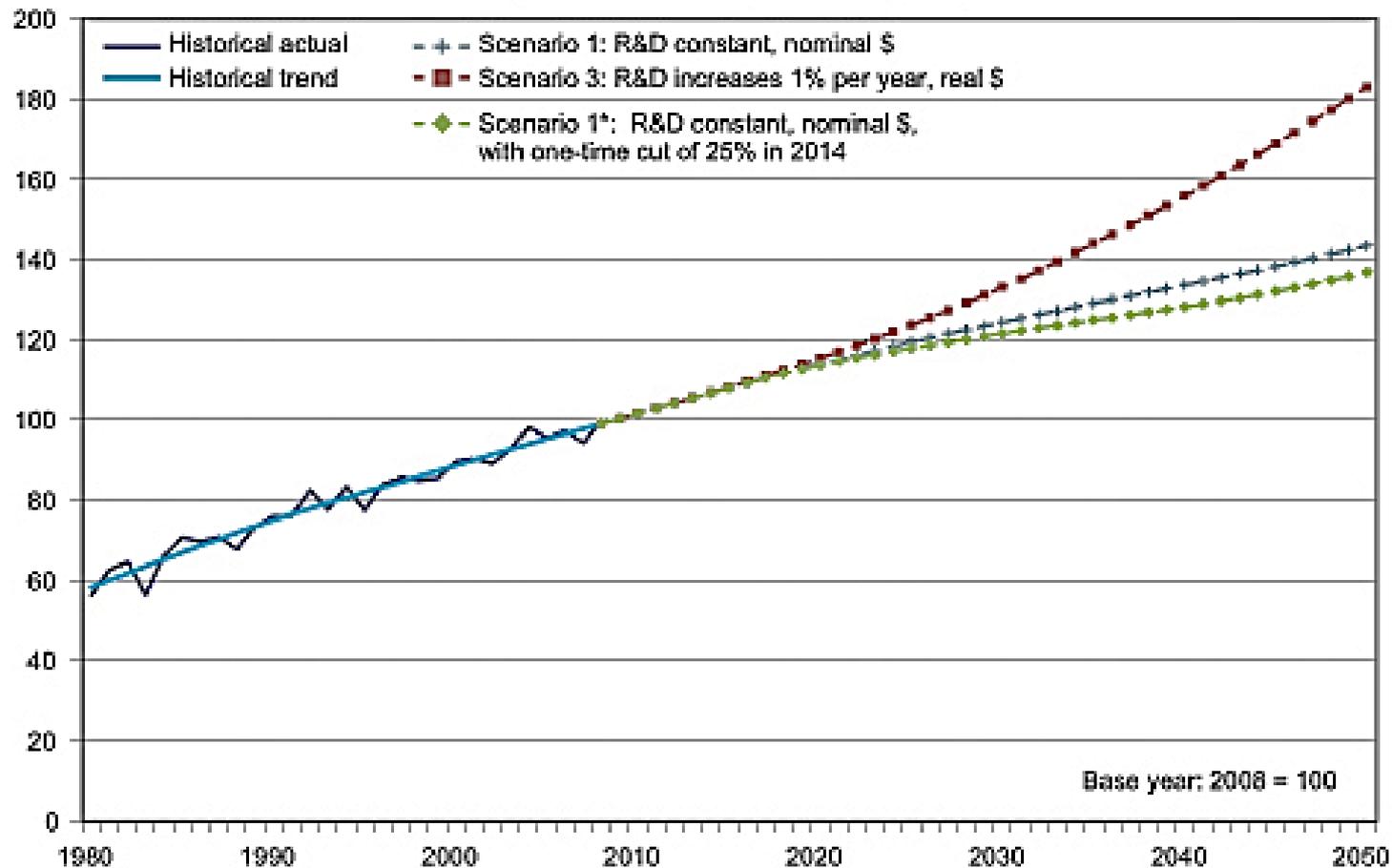
Post-Inflection Point Goals

IANR OPERATING BUDGET  ***\$300M***

FY 2015 -- ~\$220M (EST)

+\$80M (36%)

Total factor productivity index projections



Source: Economic Research Service.

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

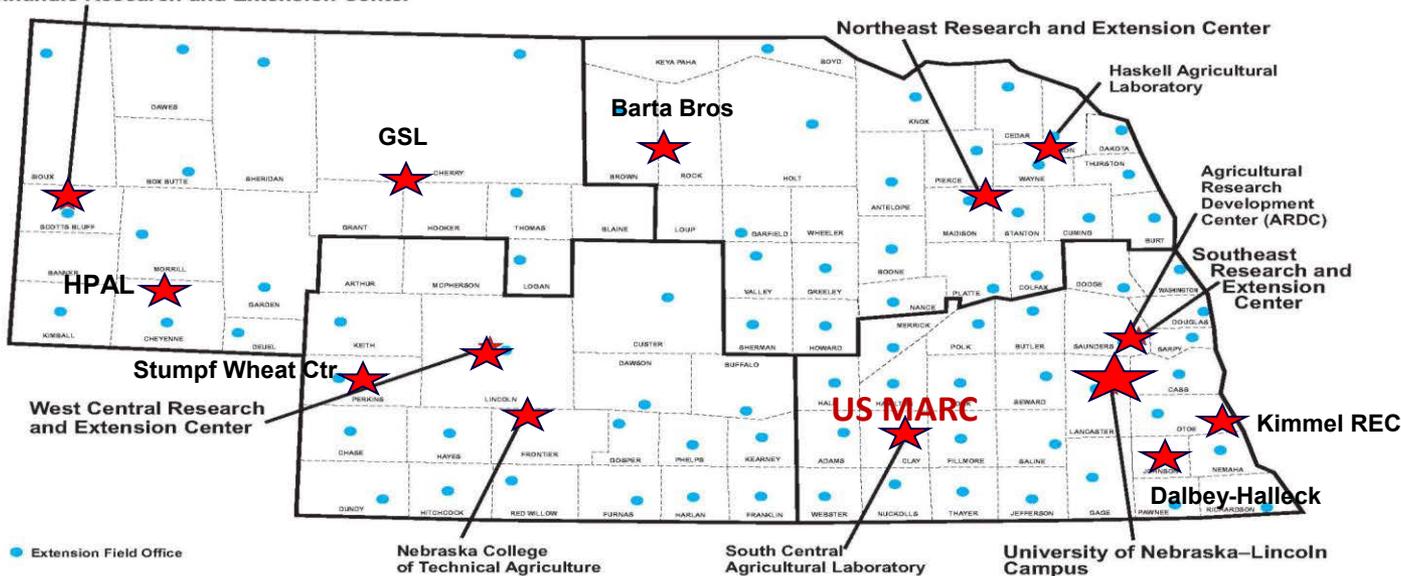


- Increase AFRI from \$265 to **\$500 M**
- Increase NSF basic funding for food and ag from \$120 to **\$250 M**
- **\$180 M** in USDA fellowship funding for graduate students and postdocs
- **Create six innovation clusters at \$150 M per year focused on emerging challenges in ag and food**
- Create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



Teaching, Research, and Extension

Panhandle Research and Extension Center

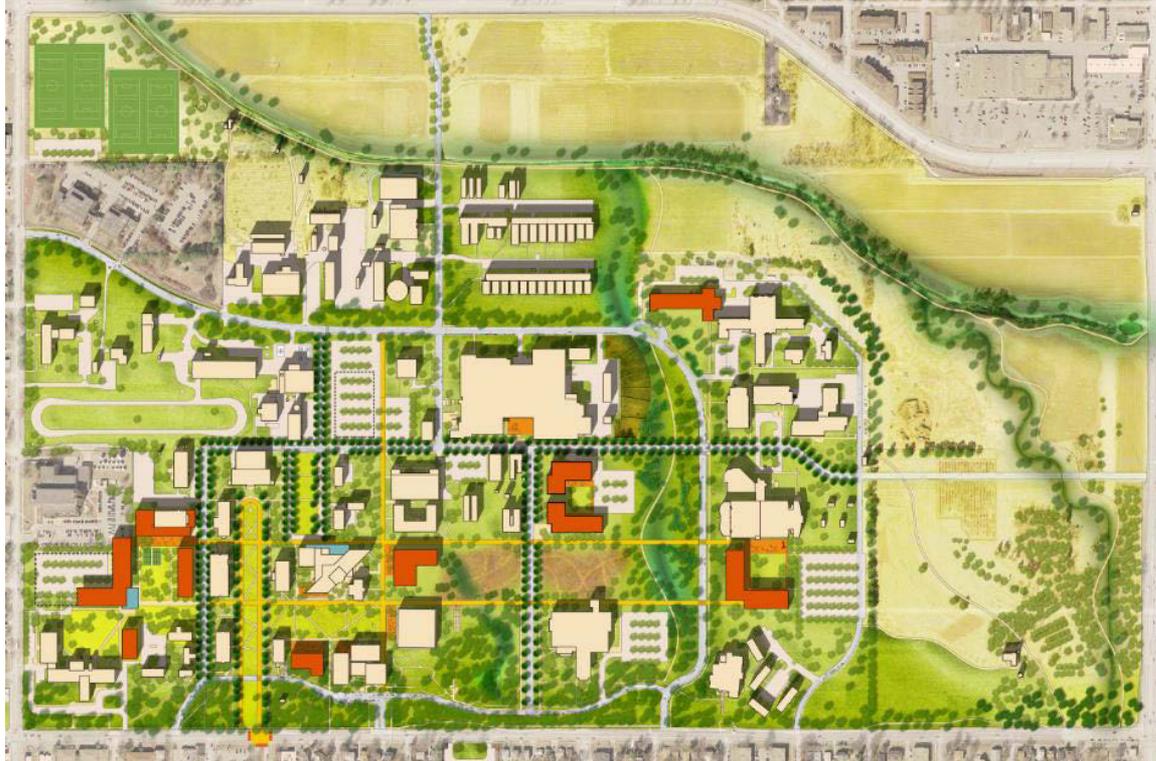


IANR = 38,950 acres

NU = 43,734 acres



East Campus Master Plan



... The map to follow for any project

Biofibers Research Lab



Opened in Fall 2013

Havelock Farm – Popcorn Research



Completion – 2014

Holdrege Street – 35 East



Open Fall 2014

WCREC – New Entomology Bldg



Expected Completion – Fall 2014

WCREC – Snyder Addition



Completed March 2014

PHREC Elliott Building Upgrade



Animal Handling Facility Panhandle REC



High Plains Ag Lab New Headquarters Building at Sidney



Dedicated June 2014

Commodity Trading Room

Dept. of Ag. Economics, Filley Hall 57



Opened in Fall 2014

“Legacy” Plaza





LEGACY PLAZA
UNL EAST CAMPUS

Site Plan



Raising Nebraska

Your food & the families who grow it





South "Gates" to East Campus

Nov 2014

Stumpf International Wheat Center



Dedication Dec 2014

East Campus Recreation Center



Open Late
Summer 2015

Veterinary Diagnostic Center



Opening in 2017





Follow the action through the web cam
www.truelook.com/clients/tetrad-webcam/

Burr/Fedde Residence Halls



Board of Regent (BOR) Vote – Nov 2014

Biochemistry Hall



Potential space for new housing

C.Y. Thompson Student Learning Commons

BOR Vote – Sept 2014

EXTERIOR | veranda

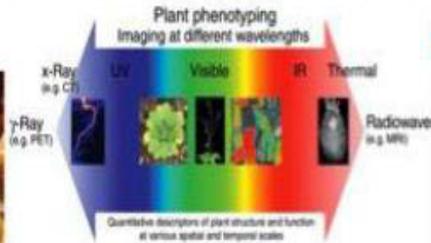


FLOOR PLANS | scheme (1)



Consortium for Integrated Translational Biology
Creating a transdisciplinary environment to bridge the
genotype to phenotype gap

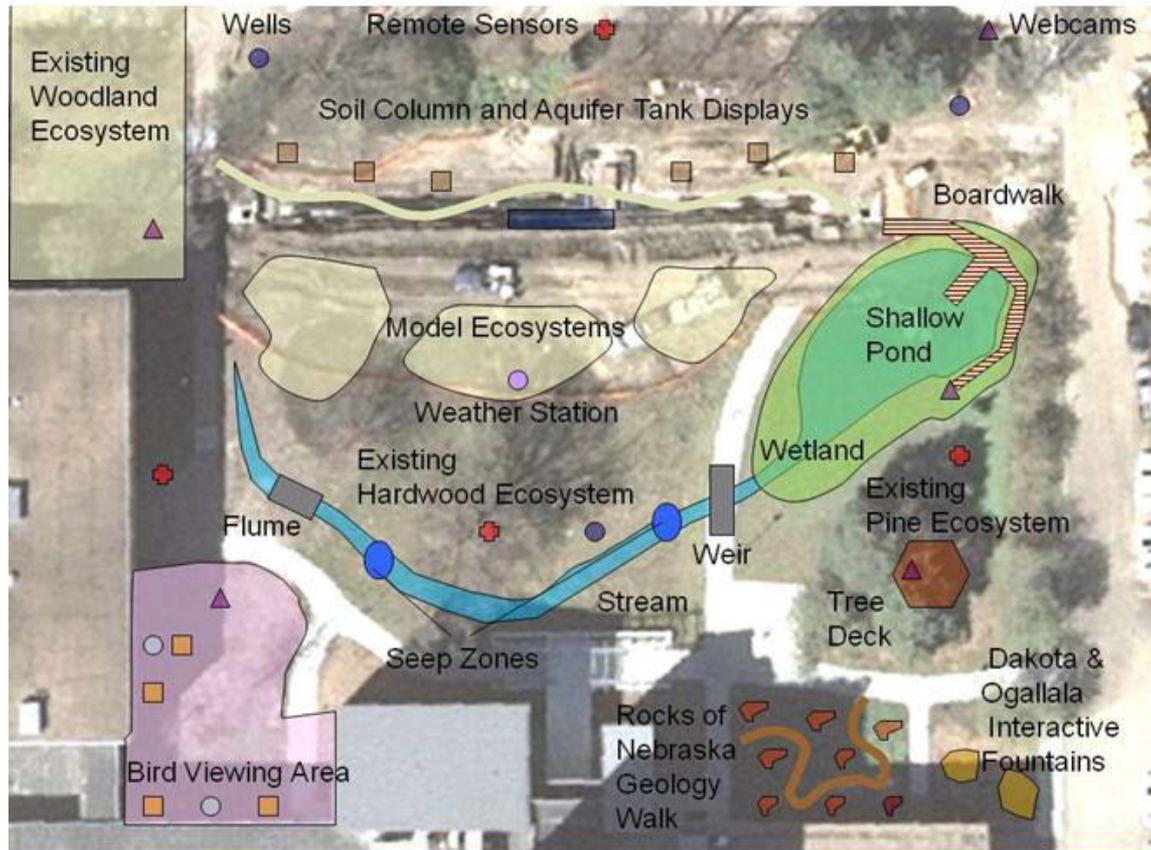
Plant Genetic Variation



Capturing Phenotype



**Lab to Field
Infrastructure**



SNR / Hardin Hall Outdoor Nature Classroom



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

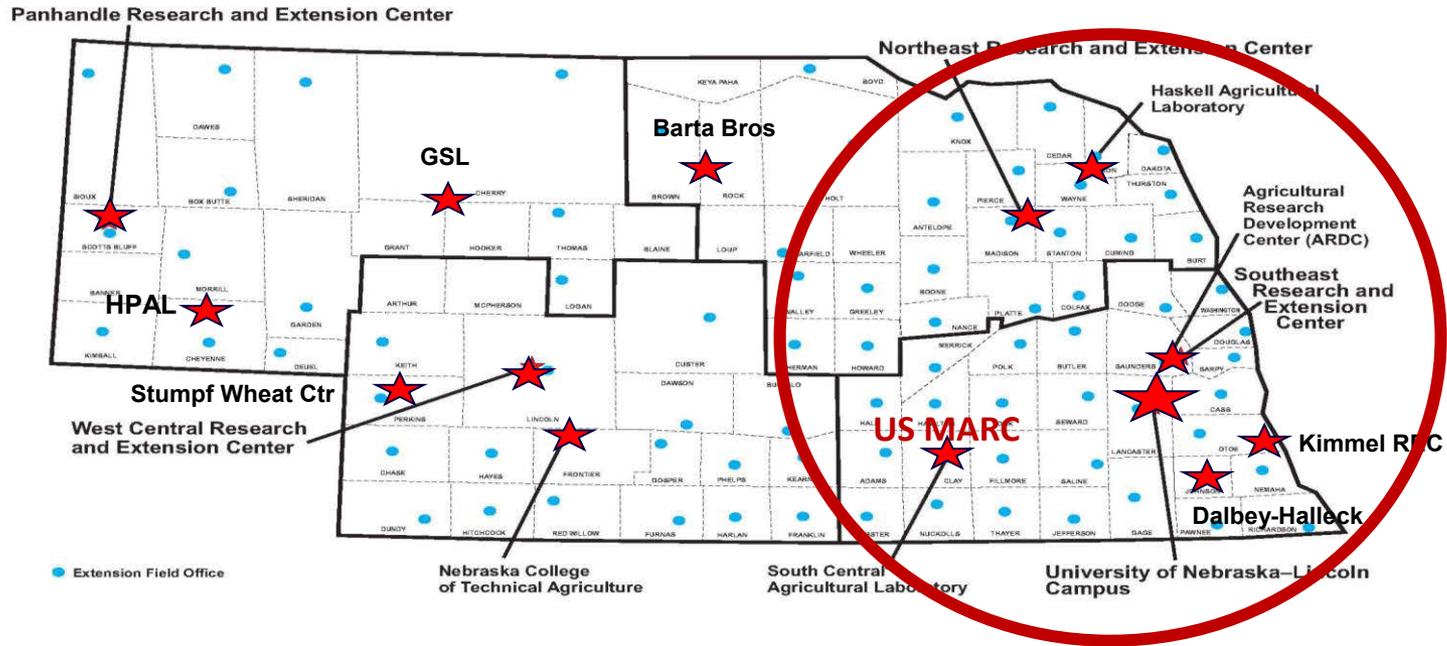
Task Force Coordinator:

- 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 – Modeling of recommended changes in state-wide R/E infrastructure
- Jan-May 15 – Public vetting of any changes in state-wide R/E infrastructure
- July 15 – Implementation Stage for Optimization Begins

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



> \$1.8 B



~ \$140 M

\$250 M



“25 by 2025”

Endowed Chair Campaign





“25 by 2025”
Endowed Chair Campaign

Nebraska Wheat Growers Presidential
Nebraska Soybean Board Presidential
Engler Agribusiness Entrepreneurship
Robert B. Daugherty Water for Food
Heuermann Agronomy



“25 by 2025”

**Nebraska Corn Board
Presidential Chair**





“25 by 2025”

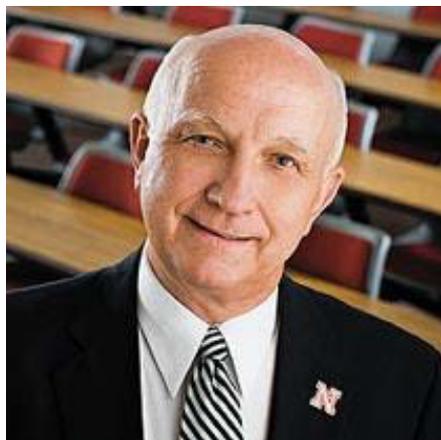
**Allen Food for Health
Presidential Chair**





“25 by 2025”

**Ron Hanson Chair in
Agricultural Banking**





“25 by 2025”
Endowed Chair Campaign

Currently – 8 funded Chairs
Active Fund Raising for CY 2014 – 4
Plan for 2015 – 3

Paying Attention to the World





Funding Growth

- **IANR** keeps its enrollment growth funding
- Modest increases over past 4 years in state funding
- Increased availability of NUF funding
- Some increases from PoE funds
- Increase in FY 2015 is approx. **\$4.0M**
 - **Expectation for FY 2016 = \$2 to 2.5M increase beyond salaries**



Funding Growth

- Increase in FY 2015 is approx. **\$4.0M**
- **NIC Lease Commitment** **(\$2.7M)**
 - **NIC Business Center** **(\$0.2M)**
 - **NIC Staffing** **(\$0.3M)**
 - **Competitive GTA/GRAs** **(\$0.5M)**
 - **Replenishing Benefits Pool** **(\$0.3M)**

Central admissions and recruitment coordination
10-12 new students per year

Life Sciences PhD Program

Year 1

Core curriculum: Life sciences research questions;
integrated team-oriented solutions; statistics and
experimental design; presentation and literature critique
Teaching in LIFE 120/121
Research rotations for two semesters

1 Select mandatory specialization for program of study
Choose research mentor(s) and supervisory committee

2 Pathobiology and
Biomedical Science

3 Host-microbiome
interactions

4 "Your new area(s)"

5 Systems and
quantitative
biology

Integrated Plant
Biology

Year 2+
Year 3+

**Program
coordinates**

Annual progress evaluation
Weekly graduate seminar for all program cohorts
Annual research symposium
Admissions and placement data maintenance



Funding Growth

➤ Additional New Revenue

- Expected 5% OH Assessment (\$0.8M)
- F/A from NIC (\$0.5M)

****ALL EARMARKED FOR INFRASTRUCTURE**

State Funding



➤ FY 16/17 Biennium NU Budget Request

➤ *Nebraska Innovation Campus*

➤ **\$3.8M permanent funding**

➤ **\$25M one-time capital fund**

➤ *Rural Futures Institute*

➤ **~\$2.5M to add to \$500K in 2014**

➤ *Nebraska College of Technical Ag (NCTA)*

➤ **~\$1M permanent budget increase**



Point of Inflection!

The next 6 years
are going to dwarf
the last 4 . . .

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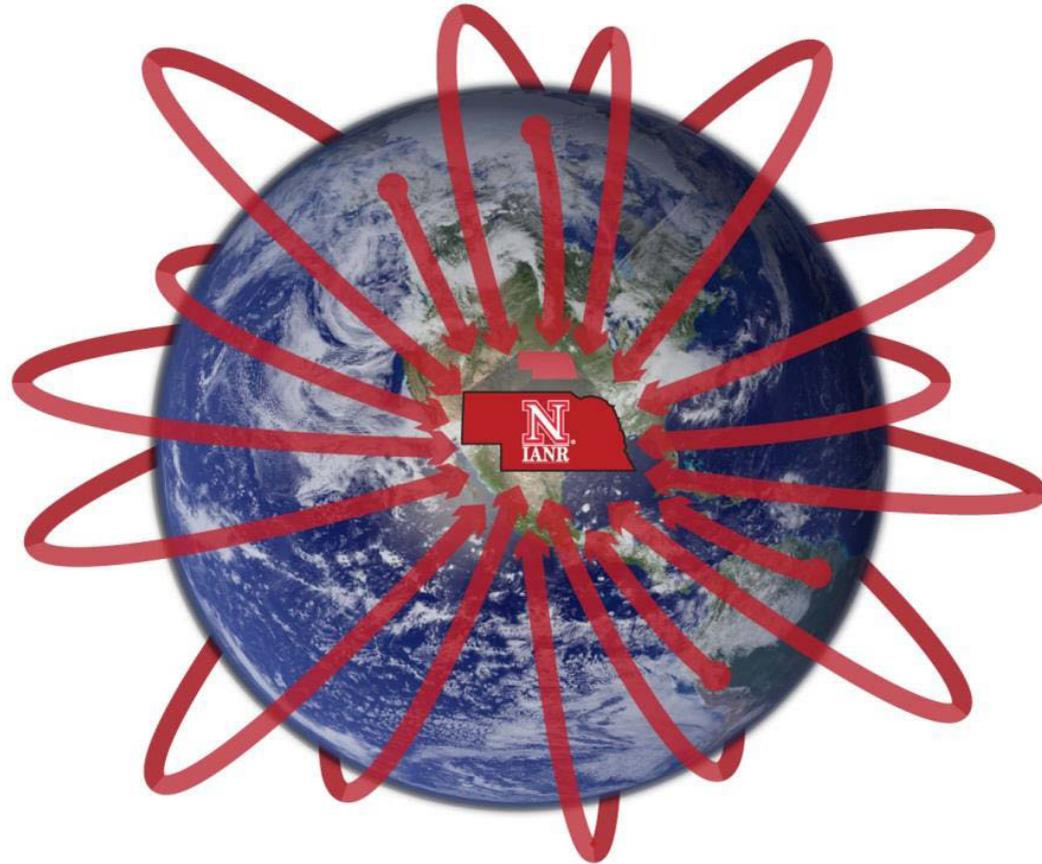
2012



2013-14



2020



GROWING A HEALTHY FUTURE

FOOD • FUEL • WATER • LANDSCAPES • PEOPLE





Faculty Growth Plan

Now for PHASE II!

FOOD, FUEL, WATER, LANDSCAPES, PEOPLE

**JOIN
OUR
TEAM**

30+ FACULTY POSITIONS

 INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES
UNIVERSITY OF NEBRASKA - LINCOLN



Faculty Growth Plan



Phase I – Original Plan for 36 new TTF

Result: Hired Total of 34 with 4 currently under search and 1 carry-over

Phase II – Original Plan for additional 20 hires in 2014-15



Faculty Growth Plan



**Phase II – Prioritization Process
since Feb 2014**

**Result: Announcing a total of 34
positions to be recruited in
2014-15**



Faculty Growth Plan



Since 2012:

Total of 62 Faculty Hires

Remaining Phase I = 5

New Phase II = 34

GRAND TOTAL by 2016 = 101

Stress Biology (8)



- Arthropod Host-Virus Interactions
- Metabolic Flux Analysis
- Soybean Genomics*
- Cropping Systems Specialist*
- Invasive Weed Specialist*
- Microbiologist in Plant/Soil Systems*
- Soil Chemist*
- Pollinator Health



Healthy Humans (7)



- Cancer / Metabolic Disease
- Pharmacology/Nutrient Biotransformation
- Neurovirologist
- Quantitative Genomics
- Food Physical Chemist
- Poverty / Social Determinants of Health
- Health Policy



Computational Sciences (4 + 1 carry-over)



- Ag Information Systems
- Bayes Spatio-Temporal Analysis
- Multi-scale Data Mining and Remote Sensing
- Statistical Prediction – Genetics
- Agro-Ecosystems Spatial Economist*



Healthy Systems for Agricultural Production and Natural Resources (7)

- Virologist – Bovine Respiratory Disease (BRD)
- Veterinary Epidemiologist -- BRD
- Extension Veterinarian
- Climate Risk and Adaptation
- Water Quality Engineer/Scientist
- Swine Extension Specialist
- Sustainable Horticulture/
Landscape Mgt



Drivers of Economic Vitality (7)

- Agribusiness Management
- Bioprocess Engineer
- *Agricultural Cooperatives***
- *Community Leadership Development*
- *Entrepreneurship, Business, and Economic Development*
- *Regional Economist*
- *Community Planning*



Science Literacy (1)



➤ Teaching and Learning Specialist (4-H)



12 Pending Additional Funding (FY 16)

- Wildlife and Ag Interaction
- Food Process Engineer / Scientist
- Gut-Brain Biologist
- Neurosensory Scientist
- Stem Cell Biologist / Epigeneticist
- Bacteriologist (BRD)
- Immunologist (BRD)
- Cropping Systems Specialist (Irrigated)
- Nat Res Systems Economist (Water)
- Root Stress Physiologist
- Food Systems Specialist (Science Literacy)
- Animal Systems Specialist (Science Literacy)



Conducting Searches

GOAL: Complete by end of 2015

We will provide support for the various phases of the hiring process

- Initiating the search
 - Position description
 - Advertising; recruiting; getting the best pool
- Creating the short list
 - Evaluating the pool; checking references; selecting the best applicants
- Hiring the best candidate
 - Conducting interviews; rating candidates; offers/negotiating/hiring





Servant Leaders

Leadership Transitions

School of Veterinary Medicine and Biomedical Sciences



Don Beermann



Don Reynolds

Leadership Transitions

Hector Santiago
Agricultural Research Division
Assistant Dean and Director



Leadership Transitions

Panhandle R&E Director



Jack Whittier



Gary Hergert



Jim Schild

Leadership Transitions

Nick Brozovic`

Director of Policy

Daugherty Water for Food Institute



Leadership Transitions

Ann Willet

**Director of Strategic Alliances
Food, Fuel, and Water
Nebraska Innovation Campus**



Leadership Transitions

Daniel Schachtman

Director

Biotechnology Center



Omtvedt Innovation Award Teaching



David Gosselin

Omtvedt Innovation Award Research



Sally Mackenzie

Omtvedt Innovation Award Extension



Rick Funston

Omtvedt Innovation Award Team Award



Broadband Planning Team

Connie Hancock (co-PI), Charlotte Narjes (co-PI),
Roger Terry (co-PI) Becky Vogt, Janice Jackson
Cejka



Upcoming Events



C.Y. Thompson Library Open House



September 16th

11 am to 3 pm

Learn quick tips about library services that make your research and instruction more efficient, enjoy some refreshments, and register for prizes.

“Legacy” Plaza

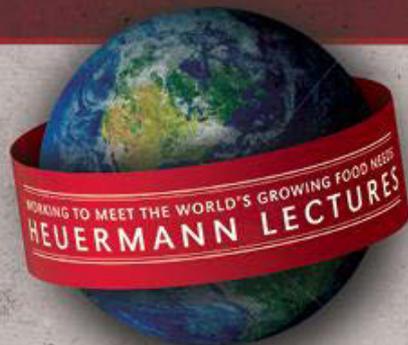


Dedication Ceremony
September 20, 2014
3 PM



HEUERMANN LECTURES

Understanding and Assessing Climate Change:
Implications for Nebraska



Speaker and Moderator DONALD WILHITE,
Emeritus Director and Professor,
National Drought Mitigation Center

With panelists ROBERT OGLESBY,
DEBORAH BATHKE, and
CLINTON ROWE,
University of Nebraska-Lincoln Professors

SEPTEMBER 25, 2014 | 3:30 P.M.

NEBRASKA INNOVATION CAMPUS CONFERENCE CENTER,
2021 TRANSFORMATION DRIVE, LINCOLN, NE



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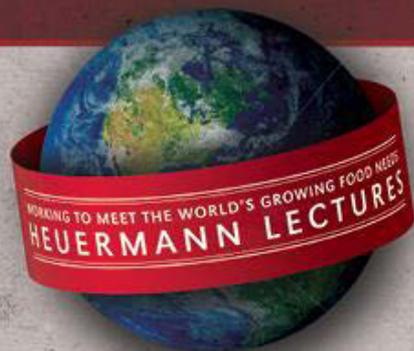
LIVE STREAMING
of each
lecture at

HEUERMANNLECTURES.UNL.EDU



HEUERMANN LECTURES

What does Agricultural Communication Mean in the 21st Century?



Moderator ORION SAMUELSON, WGN – Chicago

With panelists BARB GLENN, National Association
of State Directors of Agriculture;

KEVIN MURPHY, Food Chain Communications;

MARCY TESSMAN, Charleston-Orwig;

RONNIE D. GREEN, University of Nebraska-Lincoln

NOVEMBER 6, 2014 | 3:30 P.M.

NEBRASKA INNOVATION CAMPUS CONFERENCE CENTER,
2021 TRANSFORMATION DRIVE, LINCOLN, NE



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LIVE STREAMING
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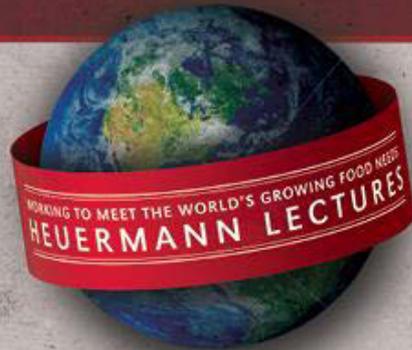
UNIVERSITY OF
Nebraska
Lincoln



BIG

HEUERMANN LECTURES

Genetically Modified Animals: the Facts,
the Fear Mongering, and the Future



Speaker: ALISON VAN EENENNAAM,
University of California-Davis,
2014 Borlaug CAST Communication Awardee

JANUARY 13, 2015 | 7:00 P.M.

NEBRASKA INNOVATION CAMPUS CONFERENCE CENTER,
2021 TRANSFORMATION DRIVE, LINCOLN, NE

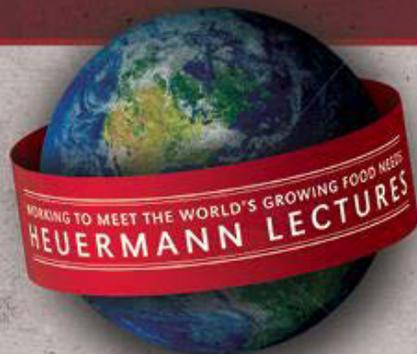


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HEUERMANN LECTURES

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



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CASNR Tailgate & Brick Dedication

September 27th

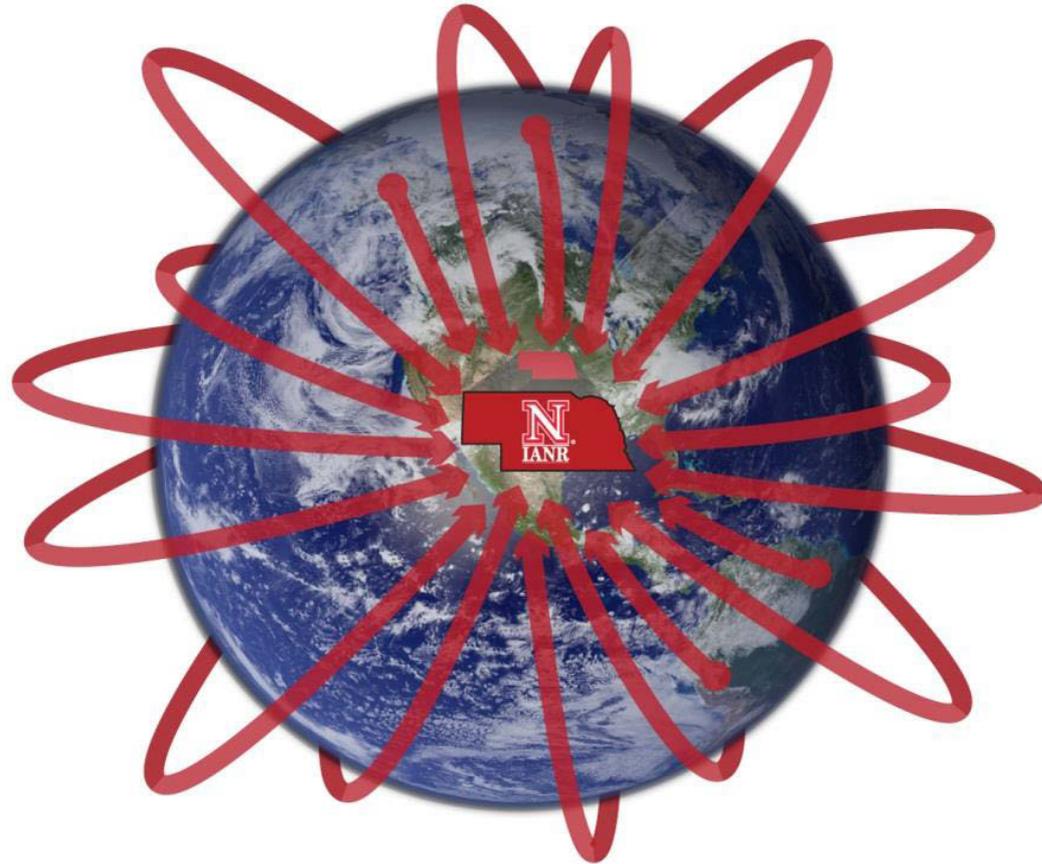
3 PM – Brick Dedication

4 PM – CASNR Tailgate

Nebraska East Union

Both events are free and open
to all students, faculty, staff and
alumni.





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