

IANR All Hands Meeting  
**IANR Community Q&A Session**  
September 24, 2019

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### Can you explain CASNR's smart enrollment growth strategy?

CASNR's approach to smart enrollment growth is holistic. It's not driven by a single factor, but rather a combination of factors including recruiting new students to our college, the retention of our current students, taking into consideration the number of students that will be graduating each academic year as well as matriculation success.

CASNR also takes a non-traditional approach driven by its partners. Degree programs and units establish their directional goals first, followed by the College which is unique. The enrollment goals that the units developed in the college are informed by data analytics, so we partnered with Jennifer Muller in IANR data analytics to develop a series of dashboards that include the data analytics at the degree program level as well as the College. This was paired with an external market analysis that allowed us to be able to look at our recruitment potential over the next five years, provide feedback on our preliminary directional goals at the degree program level and the college. At the same time, strategic discussions have been taking place at the unit level around the priorities across our three mission areas and alignment of resources to drive those initiatives.

Finally, the college team has been meeting with our academic programs to have ongoing planning sessions around smart enrollment growth initiatives. Our goal is to leverage our competitive advantages and strengths to recruit, enroll, retain and graduate an academically diverse and talented community of learners that will align with the changing demographics of our state as well as the need for a diverse workforce.

CASNR is not chasing numbers with this approach. Rather, we are focused on being the best in the areas of our strength and focusing on student success. The work that we've done to date is going to position the institute to be ahead of the curve as we adopt a new budget model going into fiscal year 2021.

We kicked off the start of this academic year with a combined enrollment total of 3,222 students which is the largest enrollment in the history of the college. This was driven by a 2% increase in undergraduate enrollment. None of that would be possible if it weren't for an amazing IANR community that is committed to our students in their success in advancing our teaching and learning mission.

Tiffany Heng-Moss, Dean  
College of Agricultural Sciences and Natural Resources

### What is the timeline for the NCTA Dean search?

The search committee will be put in place in October, with a charge delivered no later than mid-November. Tiffany Heng-Moss will serve as chair of the search committee. We'll then launch an aggressive national search to build a deep and diverse candidate pool during November and December. Interviews will tentatively take place in February 2020 with a goal of having a permanent dean in place by July 1, 2020.

Rich Bischoff, Associate Vice Chancellor  
Faculty and Academic Leader Success

Do we have any current partnerships in place with the schools around East Campus? If not, how can we build those relationships to boost our youth engagement in the community?

CEHS has very strong partnerships with Lincoln Public Schools. We place over 1,800 students each year in all of LPS for practicum and student teacher experiences. We also have research partnerships evaluating interventions for children with special needs, partnerships helping children understand where they are with their own health literacy and so forth. For example, we have a research project with high schools in Lincoln, particularly Northeast High School, where we developed a curriculum called “HealthyU” to help students understand their own health literacy.

As a part of CASNR’s Dean Scholars in Experiential Leadership seminar, first-year students serve as pen pals and mentors to 4<sup>th</sup> graders at Hartley Elementary School and help those children understand the role of agriculture in their life, and where their food comes from.

Nebraska Extension is heavily involved in the schools in the area of after school programs. They provide programming on recycling, nutrition and after school clubs at the local schools. Additionally, all Lincoln Public Schools receive school enrichment kits around nutrition to help teachers expand their knowledge and capability to teach nutrition to young children.

If you are interested in developing partnerships with the schools, it is very important to work with the Lincoln Public Schools district office so that these activities are co-created to be mutually beneficial. If you have desire to work in the schools, contact Sherri Jones, Tiffany Heng-Moss, Jean Ann Fischer or Kathleen Lodi for assistance connecting you with a resource.

Sherri Jones, Dean  
College of Education and Human Sciences

Are there any updates on the National Institute for Antimicrobial Resistance Research and Education since it was announced last year?

The National Institute for Antimicrobial Resistance Research and Education was announced in July 2018. [Read More](#)

An interim advisory group was formed and aligned with the presidential advisory council on antimicrobial resistance called PACCARB, which is now in its sixth year. They are responsible for reporting to the Office of Science and Technology in the White House on where the nation should be going when it comes to antimicrobial resistance.

We also convened a meeting of representatives of all the institutions to talk about strengths and opportunities.

Rep. Fortenberry, who is the ranking minority member of the House Appropriations Subcommittee on Agriculture, invited our group to draft appropriations bill language, which was incorporated verbatim into the Farm Bill. It has become the central focus of UNL’s federal engagement strategy.

The goal is to generate \$20-\$25 million commitment and then request a match through the appropriation process in Washington D.C.

Archie Clutter, Dean  
Agricultural Research Division

**When will Nebraska Extension's new engagement zones go into effect?**

January 1, 2020.

We are in the process of interviewing individuals that will become engagement zone coordinators. The goal is to have them hired by Nov. 1 and then work with them for 60 days to develop the team.

This has been a 14-month long process to figure out how we can take something that is already best in class around the country and step it up to be more connected to the people of the state of Nebraska. Extension is currently organized into 5 districts, and we will be transitioning to 11 engagement zones.

Chuck Hibberd, Dean and Director  
Nebraska Cooperative Extension

**How many faculty hires are likely to be approved in the coming year?**

We will likely release somewhere between 15-20 positions in the coming year.

After we established IANR's six priority areas in 2011, faculty members and department heads were asked to initiate a planning process with a discussion about what positions would fill gaps and leverage the personnel we already have on board. We're now in our fourth cycle, with each cycle lasting approximately two years. Phase Three is wrapping up and there are 16 current searches ongoing within this phase, while we're working on the plans for Phase Four.

For Phase Four, the department heads originally presented a list of 60 positions, which we suggested might be a little too enthusiastic for the resources we have available. So, they have now presented us with a list of about thirty positions. From that list we will likely release somewhere between 15-20 positions in the coming year.

This is a thoughtful process where faculty can have input to the department heads. The department heads, then as communities of practice, talk about the faculty at large across the institute.

Ron Yoder, Senior Associate Vice Chancellor for IANR

### Did I miss an update on the hiring of the ombudsperson?

Two ombudspersons have been hired through funding provided by the IANR Vice Chancellor and the Executive Vice Chancellor.

Marjorie Kostelnik from Child, Youth and Family Studies will have an office on City Campus, and Rodrigo Franco Cruz from the School of Veterinary Medicine and Biomedical Sciences will have an office on East Campus. They are spending this semester training, developing a website and making sure materials are in place. They will begin working with faculty early in 2020.

Rich Bischoff, Associate Vice Chancellor  
Faculty and Academic Leader Success

### What is being done to facilitate more advancement opportunities for staff?

A couple of months ago, we put together a committee to explore the possibility of an IANR staff council. Other colleges have had success with staff councils to support staff development. This committee has met three times to look at the staff councils that exist across the university and elsewhere. The committee is currently working on a mission statement, purposes, and staff representation on the council. Open forums will be offered to discuss what a staff council might look like for IANR.

Rich Bischoff, Associate Vice Chancellor  
Faculty and Academic Leader Success

### What will be the impact of the RCM budget model on IANR departments? Specifically, when it comes to indirect costs? When will this new model be implemented?

We have historically operated in what's called an incremental budget model, meaning every unit has the same budget they had the prior year, plus or minus some increment based upon changes in resources that are flowing to UNL. Starting next July 1, UNL will be moving to a revenue centered model (RCM), where all resources will be pushed out to the major units at UNL and then expenditures to fund the infrastructure of the operations will be billed out to those units. The model will be very different in that it's going to encourage creativity, entrepreneurship and we are all going to need to work together to direct those revenues to the strategic priorities within the institute.

Determining how resources will flow to the units will be a collaborative process. Right now, we have modeled fiscal year 2018, we're next working on 2019, and then 2020. All of this work needs to be completed before we implement the model to start FY 2021. I am very confident with the team we have, the leadership within IANR and all of your collaboration the model will work very effectively for IANR.

Jeff Bassford, Assistant Vice Chancellor  
Business and Finance

**Can you explain the plans to combine HR, financial and IT personnel? When will it be enforced?**

There is a current initiative across all of UNL called the service delivery initiative (SDI). The philosophy behind that is that we're going to build a more consistent structure across all of UNL that provides a higher level of service to our administrators, faculty and staff. The model is both philosophically and structurally consistent with the model we already have within t IANR. The service centers developed across UNL will function very similarly to the business centers that exist within IANR. It's a very comfortable model for us and the transition that we will experience will actually be very minimal.

One of the things we were already moving toward before this initiative started was having our current business centers form partnerships and work together as larger teams. That will provide more depth and backup capacity within our teams. When we do have turnover, that makes it easier to cover duties while we're refilling positions. You will not see any additional consolidation of HR or financial or IT folks within IANR, but you will hear about it and see it across the rest of campus. We are collaborating with our colleague's across UNL to put that structure into place and function as a resource as that transition occurs.

Jeff Bassford, Assistant Vice Chancellor  
Business and Finance

**How can I ensure that my data wasn't exposed during the security breach that happened over the summer, and what is the University doing to protect my data now?**

IANR was at the center of a data breach earlier this summer. [Read more](#)

Since then we've been digging deep. We are looking at all kinds of things, from record retention and how long we keep files, to these executive memoranda, to what it means to be issued a piece of university technology, to putting software on the servers to see if we have sensitive information. We are going to tighten this down. We will do this in a way, moving from the IANR leadership team out to all 1,800 faculty and staff in IANR. We're taking this seriously and we're going to ask all of you to help us.

Mike Boehm, Vice President/Vice Chancellor for IANR

**Are there any plans to renovate Plant Science Hall?**

No, but we will make sure that it is kept up in a way that makes it a very functional facility. Over the past few years there has been quite a bit of work on the 4<sup>th</sup> floor of Plant Sciences Hall to upgrade the growth chambers in that area to make them much more functional and usable. More recently, we've been working with Martha Mamo in the Department of Agronomy and Horticulture to move three of our new soil science faculty into a large lab on the lower level of Plant Sciences Hall.

Ron Yoder, Senior Associate Vice Chancellor for IANR

Are there any plans to repair streets and sidewalks throughout East Campus?

The University of Nebraska–Lincoln’s Department of Landscape Services manages the assessment of campus streets and sidewalks and schedules repairs as needed.

Ron Yoder, Senior Associate Vice Chancellor for IANR

Why was charcoal grilling banned on campus?

Effective July 1, 2019 there is a new [policy](#) on campus, that states groups wanting to grill out may only serve pre-cooked hamburgers or pre-cooked hotdogs using a propane gas grill. Any other grilled food or charcoal grills are not allowed. All other food items need to be provided by a University of Nebraska–Lincoln contracted caterer or an approved provider.

The policy was put in place for safety reasons.

Mike Boehm, Vice President/Vice Chancellor for IANR

Would it be possible to hold an event or farmers market on East Campus to showcase the great offerings and expertise we have?

Yes. We’ve been talking with a lot of different groups about how to host something that wouldn’t compete with anyone. The idea is that we could close down the main mall once a month to bring in food trucks, hold a mini-farmers market, have live music etc. This is an opportunity to be a better partner in the neighborhood. More to come!

Mike Boehm, Vice President/Vice Chancellor for IANR



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