

All Hands Meeting, October 2024



Since our last meeting...

IN OUR GRIT, OUR GLORY™





NEBRASKA
LOUP CITY

NEBRASKA
M. LEN

NEBRASKA
NEWMAN GROVE

NEBRASKA
LAKEVIEW

I DID



IT!







USDA Nebraska Innovation Campus
Resilient & Generative Agriculture





CROP PERFORMANCE
TESTING

Winter Wheat Variety Trials 2024

WB4445CLP

(XG4119CLP)

WestBred

WWW.VT2024.PDF/10/2024

EXIT

N

Welcome to the

Klosterman Feedlot
Innovation Center













#UndenlablyDairy

FIVE POINTS BANK
ARENA

Pump & Pantry

1159

NEBRASKA
201

NEBRASKA
97



N

MANURE MANAGEMENT
SUSTAIN AND BUILD SOIL

IN OUR GRIT,
INFORMED DECISIONS.
SECURE FUTURE.

HEALTH & WELLNESS
BUILD RESILIENCE FOR A HEALTHIER LIFE

PLANT HEALTH
REDUCE RISKS WITH PREVENTIVE MANAGEMENT

DIGITAL AG/TECH
IMPROVE PRODUCTION & PROFITABILITY

SOIL HEALTH
SIMPLE, PRODUCTIVE & PROFITABLE

AG PROFITABILITY









CAREER
MAP



AGP
Ag Processing Inc.

Soybean Processing
Refined Oils
Renewable Fuels
Ag Products

SOY DIESEL
SOY

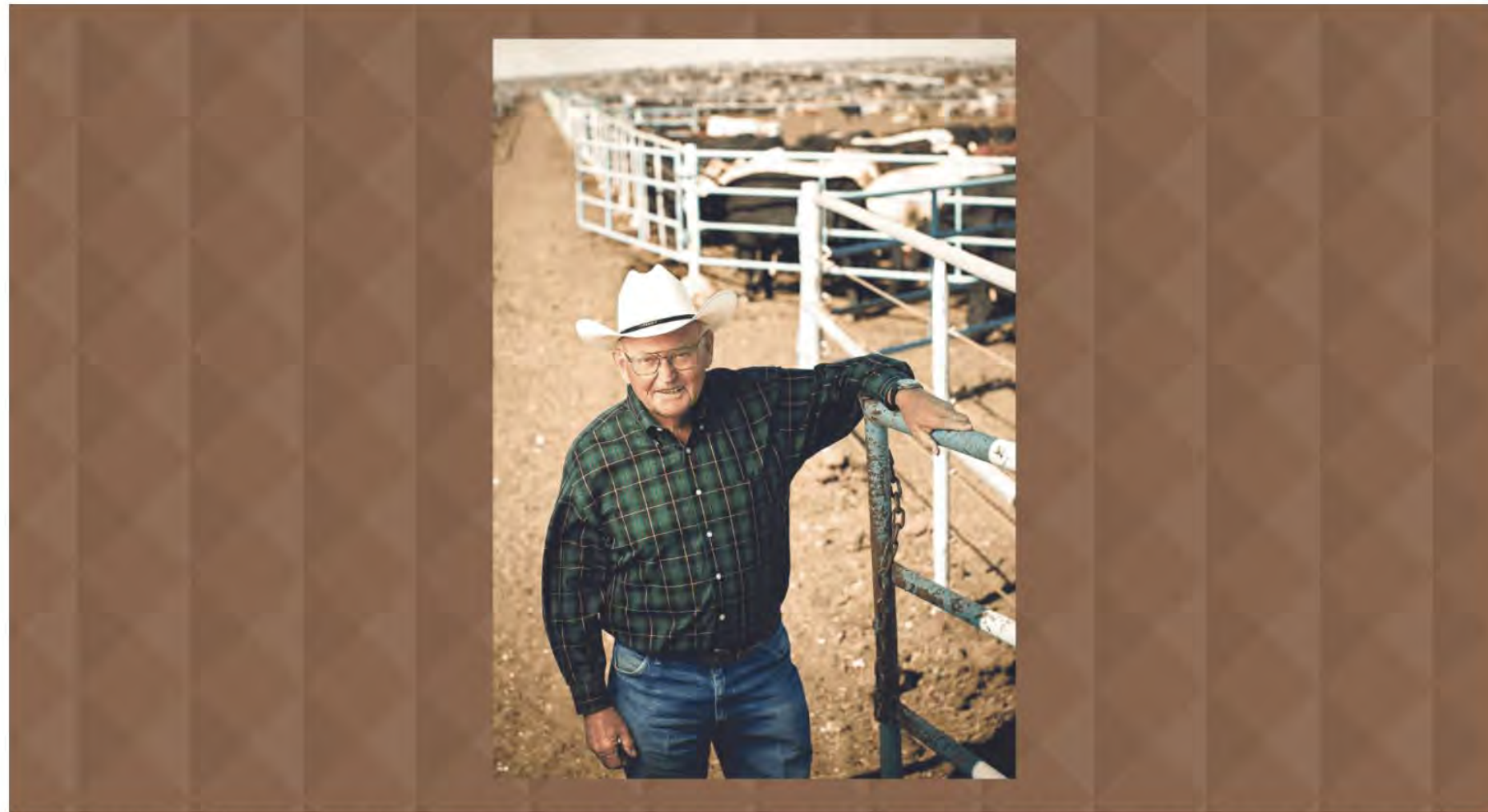


benesch





University of Nebraska mourns passing of Paul Engler, founder of Engler Agribusiness Entrepreneurship Program



University of Nebraska alumnus Paul Engler died May 3 at the age of 94. He was the founder of the Engler Agribusiness Entrepreneurship Program.



Our people





New Faculty

Mark Frickel
Keting Li
Asako Stone
Makki Khorchani
Xiaomeng Li
Alaina Kauffman
Troy White
Duan Loy
Mark Behrens
Deborah Bathke
Brooke McWherter
Jude Cobbing

Linda Jeffers
Bethany Johnston
Nipuna Chamara
Ashley Fenning
Ben Dutton
Joseph Canny
Heike Hofmann
Jorge Vladimir Torres-Rodriguez
Martha Rhoades
Mohsen Yoosefzadeh Najafabadi
Nathan Smith
Xiangmin Sun



New Faculty

Sarah Fanning
Edina Stefanic
Keara O'Reilly
Seema Sahay
Clinton B Leach
Dana Freeman
Didier Mena
Qing Tang
Reagan Skow
Rene Martin
Luther Pollard
Carly Applegarth

Bethany Nacke
Hannah Guenther
Josie Crouch
Smriti Chaulagain
Brittany Spieker
Nicole Luhr
Matheus Ribeiro
Pamela Slaymaker
Adam Leise

Tenured & Promoted



Simanti Banerjee



Kate Brooks



Nicole Buan



Byron Chaves



Elliott Dennis



Amanda Easterly



Trenton Franz



Beth Galles



Tenured & Promoted



Jill Goedeken



Doug Golick



Hannah Guenther



Ming Guo



Christopher Gustafson



Derek Heeren



Michael Kaiser



Kristin Malek





Tenured & Promoted



Glennis McClure



Justin McMechan



Jeff Mower



Melissa Mracek



Amy Napoli



**Sathish Kumar
Natarajan**



Santosh Pitla



Amanda Ramer-Tait



Tenured & Promoted



Bryan Reiling



Brandi Sigmon



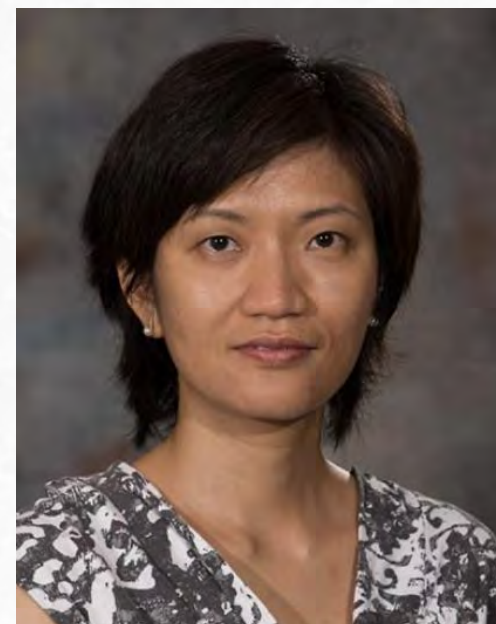
Judith Turk



Susan VanderPlas



Laura Young



Jing Zhang



Christine Corr Kiewra



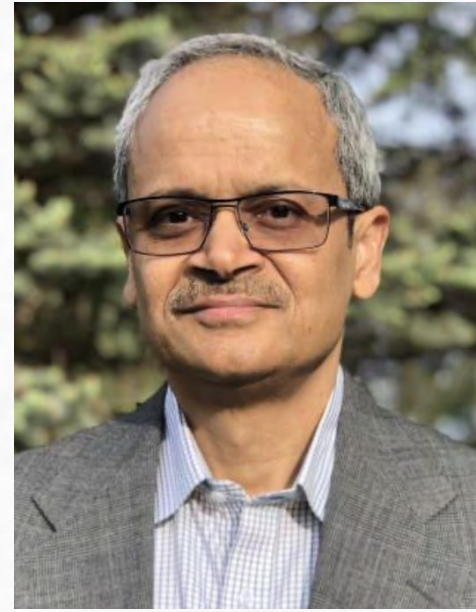
Shi-Hua Xiang



New Leaders



Kate Brooks
Head, Department of
Agricultural Economics



Bhaskar Bhattacharya
Head, Department of
Statistics



Ellie Watts
Director,
Food Processing Center



Kurtis Harms
Director,
Nebraska LEAD



Silvana Martini
Head, Department of
Food Science and
Technology



New Leaders



Nav Ghimire
Associate Extension Dean



Holly Hatton
Program Area Leader



Kaitlin Chapman
Program Area Leader



Brandi Hilton-Hagemann
Engagement Zone Coordinator



Jordan Grummert-Rasmussen
Program Area Leader

New NU President Jeff Gold and Robin Hayworth





Our strategic direction



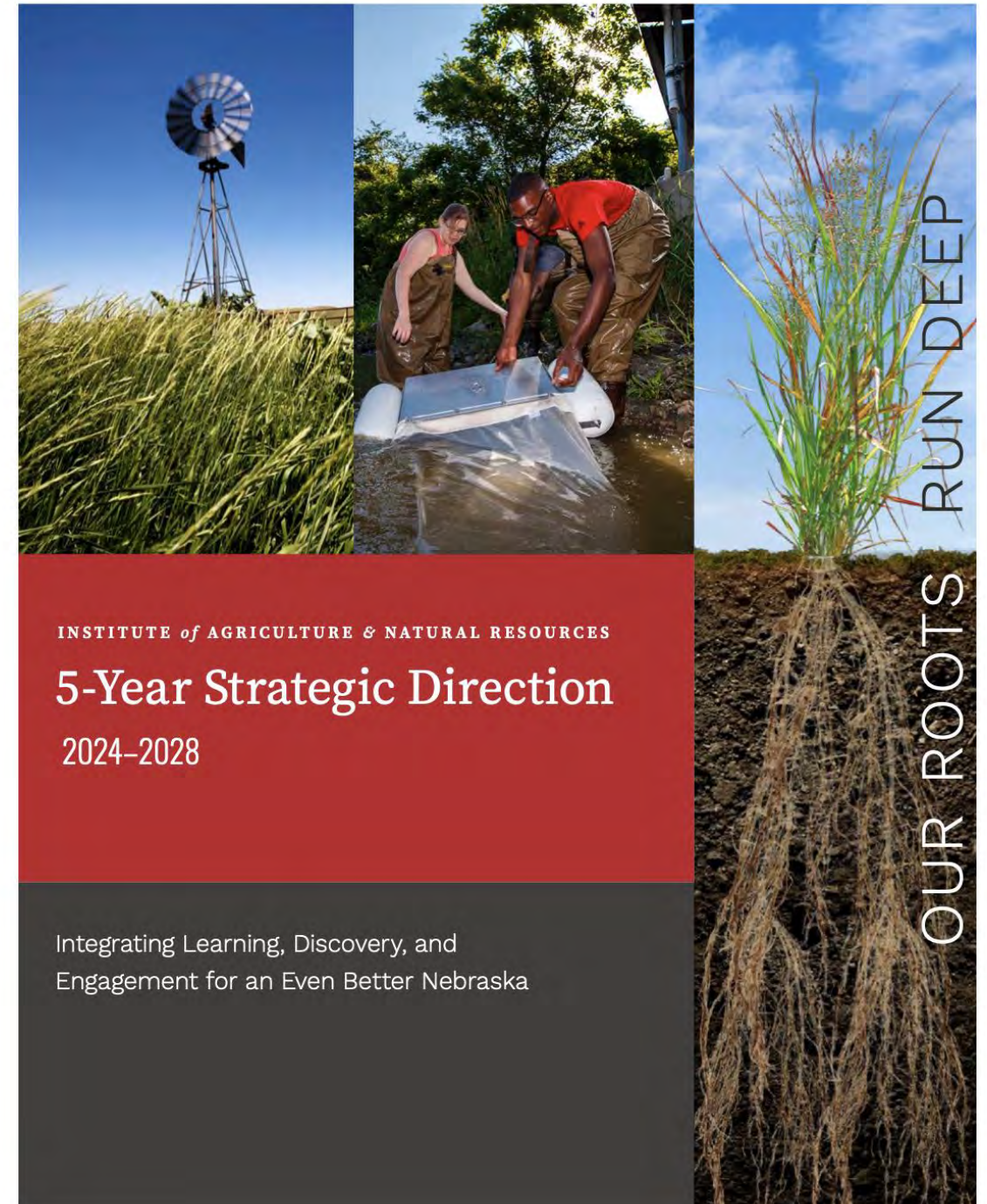




Our Strategic Direction

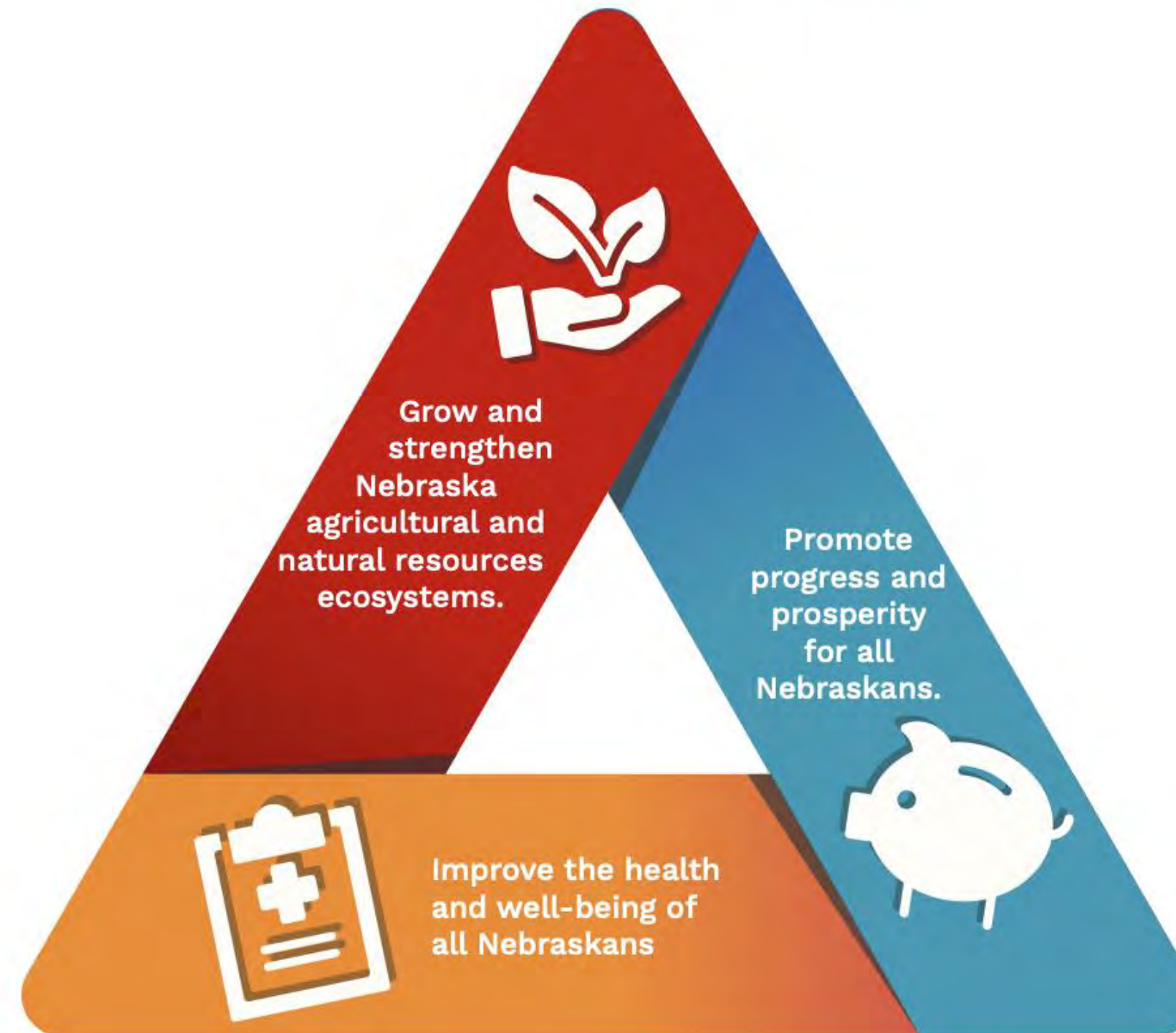
- Statewide listening tour
- Leadership advance workshop
- Sessions with ABN leadership, commodity groups
- Aligned with work taking place across IANR
- Aligned with NU 5-year strategic plan, N2025, and strategic directions of each of IANR's colleges and divisions and more

UNIVERSITY of NEBRASKA—LINCOLN





IANR Pillars



IANR Strategic Aims

- **Grow the size, scope, scale, efficiency, profitability, and resilience of Nebraska's agricultural and natural resources ecosystems**
- **Inspire Nebraskans and their communities**
- **Foster natural resources conservation**
- **Foster and grow partnerships across the state from early childhood through college/university education**
- **Strengthen Nebraska agriculture and food, fuel, feed, and fiber systems**
- **Position Nebraska as a global leader in sustainable, and profitable agri-food production systems**
- **Populate the talent highway**
- **Enhance the health and well-being of all Nebraskans**
- **Revolutionize the use of agricultural products for value-added commercial development**
- **Prepare Nebraskans for the future of work**



Our Strategic Direction

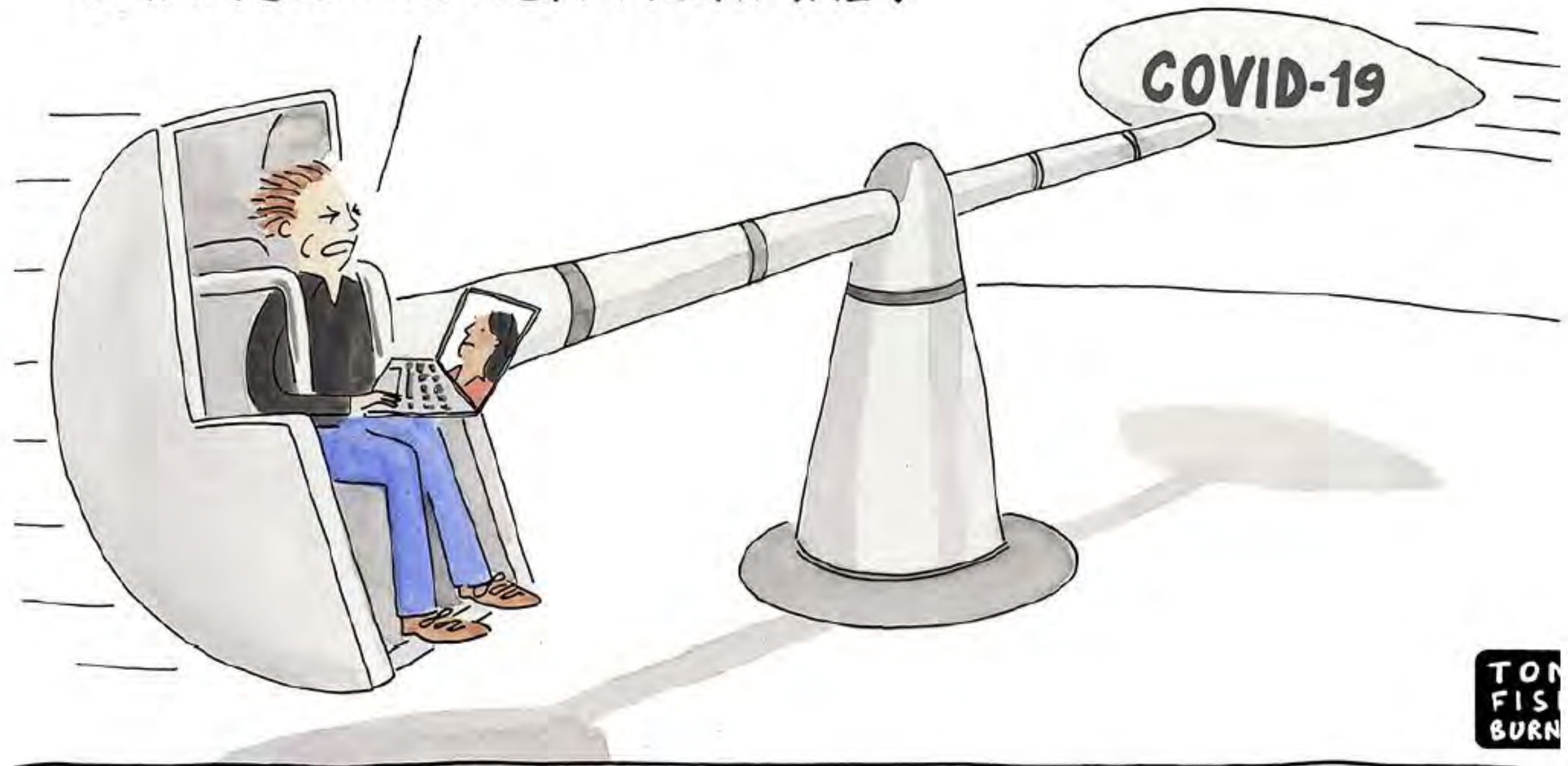


Dr. Erica Barreiro



The half-life of technical skills has dropped

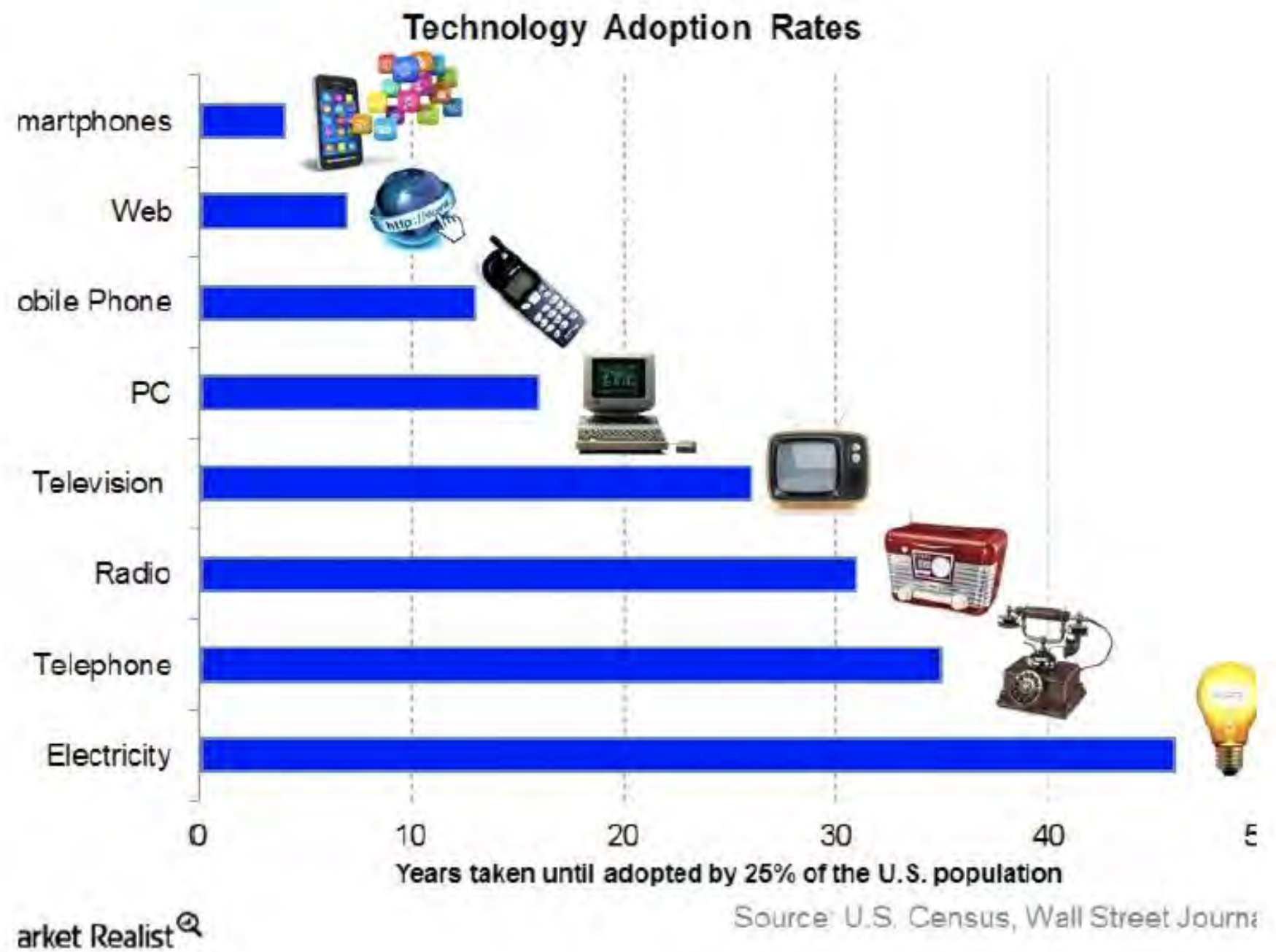
CAN WE PLEASE STOP CALLING THIS PACE OF CHANGE THE NEW NORMAL?



TOM
FIS
BURN

© marketoonist.cc

Technology adoption has accelerated.



Generational power and leadership at the cusp of major transitions between generations.

VISUAL CAPITALIST

WHICH U.S. GENERATION WIELDS THE MOST POWER?



Baby Boomers control 53% of U.S. wealth



Nearly 3/4 of S&P 500 companies are led by Baby Boomers



Baby Boomers hold a majority of positions in federal and state governments



SILENT GEN
AGE 18 (and over)

BABY BOOMERS
AGE 51-75

GEN X
AGE 41-56

MILLENNIALS
AGE 25-40

GEN Z
AGE 9-24

Overall power scores per generation have been calculated using variables in three categories:

ECONOMIC POWER

POLITICAL POWER

CULTURAL POWER

Baby Boomers currently have the most power. But even the youngest Boomers are close to retirement, with millions leaving the workforce each year.

Which generation will fill the void?

Source: Visual Capitalist's 2021 Generational Power Index (GPI)

/visualcapitalist @visualcap visualcapitalist.com

- 1. What are your unit's strategic priorities and goals over the next 6 to 12 months?**
- 2. How are your unit's strategic priorities and goals aligned with IANR's Strategic Direction?**
- 3. What disrupters, challenges or barriers do you anticipate facing, whether internal or external, and how are you planning to turn these into opportunities to innovate and lead?**
- 4. How can the members of the SLT support you in your leadership journey?**





Draft IANR SLT 6-12 Month Priorities for Feedback

SLT Priority	Votes	Comments
Continuously strengthen the culture within IANR by prioritizing trust, compassion, stability, and hope.	56	Comment: Add clarity
Intensify efforts to showcase the impactful and relevant stories of IANR's faculty, staff, students, teams, and units.	52	
Ensure transparent communication amidst budget uncertainty and leadership transitions.	37	
Maintain a relentless focus on faculty and staff recruitment and retention.	35	Comments: 1. Focus on Faculty & Staff Recruitment, Retention & Development 2. Increase Focus on Senior Faculty Mentorships
Support our teams and encourage them to support each other.	32	
Foster an environment of enjoyment and fulfillment.	30	
Embrace disruptors as opportunities to innovate and lead.	23	
Advance and animate the pillars and strategic aims of IANR's 5-Year Strategic Direction to maximize impact, relevance, and interconnectedness.	15	
OTHER: Increase the value-add of UNL for our communities	14	Comments: 1. External/Industry Partners 2. Invite People to Challenge 3. Student Enrollment & Recruiting
Hold ourselves and each other accountable.	11	

Leadership Advance

Small Group Activity & Report Out

1. What actionable strategies are you leaving with today?

- Help department faculty connect dots between their work and IANR strict directions documents
- Schedule more time for department faculty to work with other units
 - Connect 40-H ad Ag Econ

2. What supports do you need from SLT?

Supports we need from SLT

- How do we model distributed leadership if that's where we want to go?
- Continued open communication and transparency
- How do we continue to build a culture where faculty feel supported to take risks?
- Clarity from SLT
- Finding opportunities that bring us together e.g. large-scale grants
- Need intentional processes for mentoring/growing leaders including UG, GR, faculty and staff
- Reflective supervision facilitating/training

3. What potential challenges might exist to pursuing your goals for research and discovery, teaching and learning, and Extension and engagement?

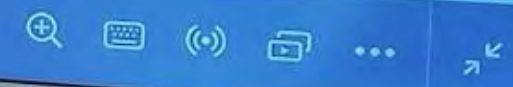
Challenges/Opportunities

- Time to make it all happen
- Building trust
- Conflict between stakeholder needs and research findings
- Finding opportunities that bring us together e.g. large-scale grants
- Takes time , takes longer to work together than apart
- There's a long lag but then it takes off
- Moving away from content expertise and to soft skills

Nebraska Beef Innovators

Undergraduate Thesis Defense
Emily Eilers

Special thank you to Maria Tibbetts,
Katalie Jones, Cara Pesek, Laura Young &
Catherine Akin



ALIC CONFERENCE ROOM
Please DO NOT touch the display or speaker bar.
NEW EXPERIMENTAL MATERIALS & EQUIPMENT





Nebraska celebrates new feedlot research, teaching, extension center



UNL survey finds Nebraska ag land values up 5%

BeefWatch: Recent articles from Nebraska Beef Extension

Most recent BeefWatch articles

[UNL Feedlot Innovation Center nears completion thanks to industry support](#)

The chute slides shut with a thud, not a clang, safely catching the steer so it can be vaccinated. The steer behind him waits quietly, looking ahead at the alleyway that will take him back to his pen. The only sounds are cattle shifting against the alleyway and the quiet voices of the workers vaccinating the cattle.

[Annual Summer Stocker/Yearling Tour focuses on marketing yearling cattle](#)

The stocker/yearling sector of the cattle industry offers flexibility and an opportunity for new producers to get started in the business.

The Nebraska Extension beef systems team is offering a chance to learn from producers with established stocker/yearling operations July 11 during the fifth annual Summer Stocker/Yearling Tour near Bassett, Nebraska.

July 5, 2024

Crop Damage



[Crop Impacts and Options After Mid-season Flooding](#)

After heavy summer rains have led to flooding in Nebraska, many farmers are facing concerns about how long crops can survive in standing water and implications for the remainder of the growing season.



[Hail Damage to Late Vegetative to Silking Corn and Options](#)

For producers with crop damage from recent hailstorms, the timing of storms, crop development stage, field damage, subsoil moisture and insurance are important factors to consider when deciding the next course of action.



Coming Up On
BACKYARD FARMER



The University of Nebraska-Lincoln serves Nebraskans by providing students a high-quality, flexible education that prepares them to address future challenges facing our state, nation, and world.

IANR faculty are engaged in groundbreaking research and innovative activity across the state, driving growth, prosperity, and quality-of-life in each one of Nebraska's 531 communities.

IANR is a global research leader in areas important to Nebraskans, including agriculture and natural resources, bioenergy, ag technology, early childhood education, nutrition and rural public health.

PILLARS OF IANR

- 1** *Grow and strengthen Nebraska agricultural and natural resources ecosystems*
- 2** *Improve the health and well-being of all Nebraskans*
- 3** *Promote progress and prosperity for all Nebraskans*



The university's Institute of Agriculture and Natural Resources strives to innovate new ways to produce food, fuel, feed and fiber for a growing world. We do this through our tri-part mission of teaching, research and extension:

-  **Over 3,300 undergraduate, graduate and professional students** enrolled in academic credentials offered by the 12 academic units within UNL's College of Agricultural Sciences and Natural Resources (CASNR)
-  Cutting-edge research in precision and digital ag; data management; and deployment of new technologies and techniques through the **On-Farm Research Network** and other programs.
-  **Partnerships** between CASNR and K-12 schools, community colleges, tribal colleges, state colleges and other educational entities to expose Nebraska students to careers in ag and natural resources and will ultimately help **grow the state's ag workforce**
-  Presence in **every county of the state** through Nebraska Extension
-  **\$71 million in externally sponsored research** related to agriculture and natural resources in 2022
-  **16 statewide research facilities** encompassing **40,000 acres**
-  Nebraska is home to one of the strongest 4-H programs in the country. In 2023, **Nebraska 4-H reached 1 in 3 age-eligible youth** across the state through clubs, after-school programs, STEM programming and more.



● Research, Extension and Education Centers ■ Research Sites



In Legislative District 37

-  In 2023, UNL's Rural Prosperity Nebraska initiative brought together approximately 120 community leaders from Nebraska and Iowa for a day of think-tank-style discussions aimed to reshape community leadership development in Nebraska, focusing on innovative strategies and collaborative approaches. Led by UNL professor Lindsay Hastings, the "Leadership Chatauqua" as the event was called, was intended to brainstorm the future of community leadership – specifically by developing models beyond the typical monthly meeting of a leadership cohort that many leadership development programs use.
-  Each year, UNL's On-Farm Research Network works with producers from across the state to conduct research on their farms. These experiments are mutually beneficial; farmers work with UNL experts to test and evaluate new technologies and management practices, and UNL researchers can see in real time how new and emerging practices work on a commercial-scale farm. In Buffalo County, one grower looked at using a product called Bio Proven to see if it improved nitrogen efficiency. Other growers across the state looked at seeding rates, success of different crop varieties, cover crop success and more. Each year, between 60 and 80 farm operations across Nebraska participate in the network.

Sharing our impact



← **Connor Biehler**
147 posts



⋮ Follow

Connor Biehler
@BigRedBeefTalk

Beef Systems Extension Educator in SE Nebraska. Oklahoma State University and University of Tennessee-Knoxville alum.


bigredbeeftalk.unl.edu 📅 Joined October 2020

161 Following 175 Followers


Followed by Jessie Brophy, UNL Beef, and 5 others you follow

Posts Replies Media

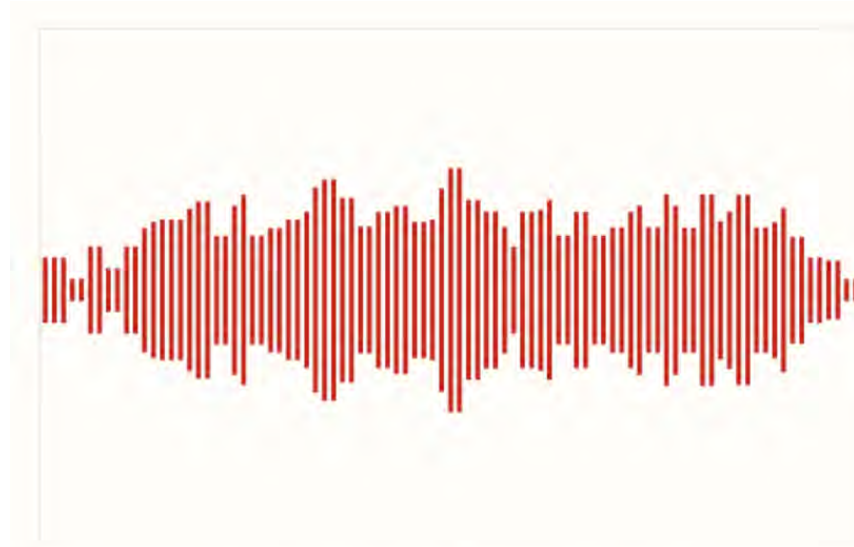
↳ Connor Biehler reposted

 **Institute of Agriculture and Natural Resources** @UNL_IANR · Sep 25 ⋮

The Great Plains Heifer Development Program is a Nebraska Extension program that provides data to optimize heifer development and reproductive efficiency. 📺🗣️ @BigRedBeefTalk talks more about the program on @OfficialRFDTV. >>

 mediahub.unl.edu
On RFD-TV: Connor Biehler
Nebraska is one of the top cattle-producing states in the United States, and it has a long history of ...

💬 1 ❤️ 2 📊 184 📌 📤



SEPTEMBER 22, 2024, 2:47 PM
IANR KRVN Interview September 21, 2024

IANR Vice Chancellor Mike Boehm is here to discuss research that could boost drought tolerance in a variety of crops.



Welcome to IANR Impacts

The University of Nebraska's contributions to agriculture, natural resources, community vitality and the development of human potential is a remarkable story of people, ideas and hard work written over more than 150 years. Huskers have done, and continue to do, amazing things to advance our state, the nation, and the world.

Here we collect and curate stories of faculty impacts and accomplishments that contribute to our story.

[Get Started](#)

<https://ianrimpacts.unl.edu>

What is the workflow?

We have created a simple and streamlined workflow to submit your impact reports.

Accept Invitation(s) From Administrative Units



Self Identify Appointments
(one time only)



Self Identify Impact Reports



Complete Impact Reports



Upload and Submit CV or Other Administrative
Unit Documents



Done.

[See Example Workflow](#)

- Training for faculty tentatively scheduled for Nov. 8
- Reporting open through Jan. 15
- Resources available at <https://ianr.unl.edu/performance-reviews>





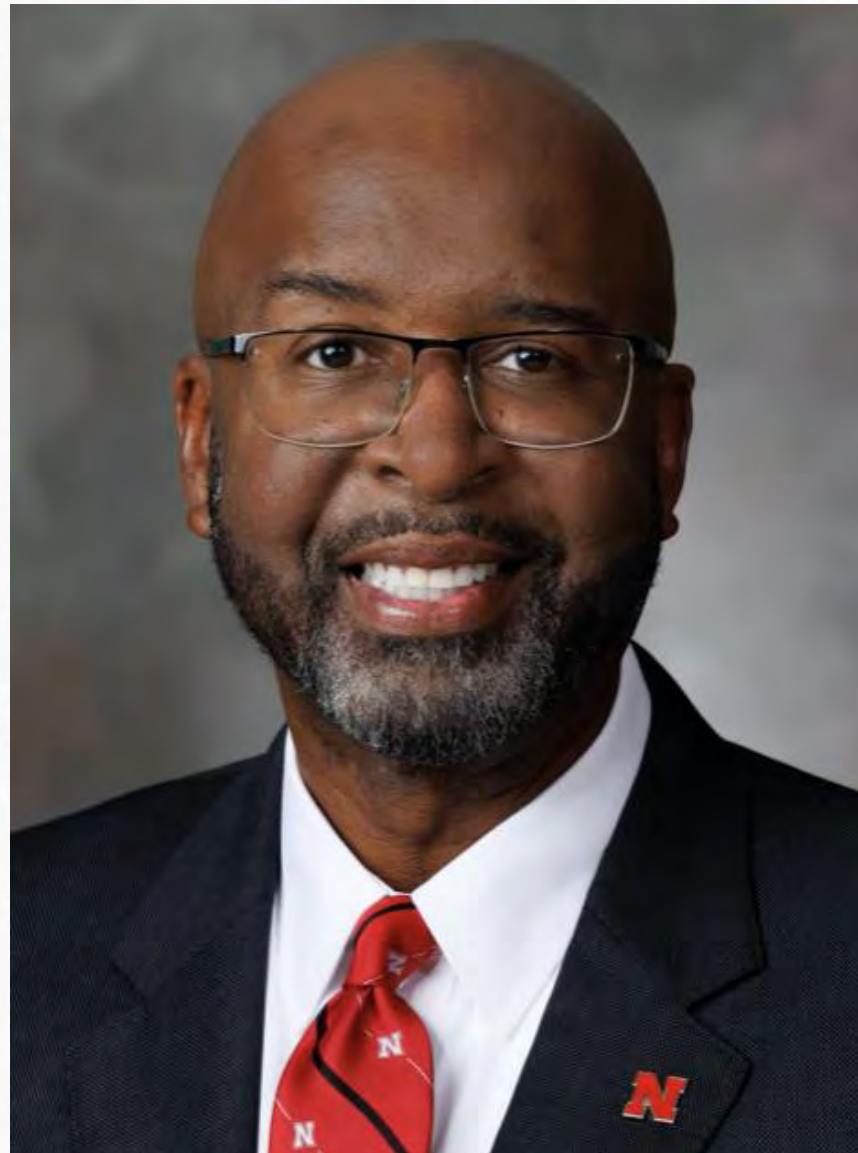
Questions





Our changing landscape





"We realized enrollment growth this spring, and our retention and graduation rates are rising. All across campus, new collaborations and partnerships are leading us to reach new heights. We are teaching at a high level and preparing our students to succeed. Our research productivity, creative activity and awards have risen to record levels, and we continue to positively impact communities across Nebraska."

--UNL Chancellor Rodney Bennett,
June 21, 2024



“We can’t have everything on Nebraska’s Mount Rushmore, but we can be world-class in matters that matter most to our state. Four things come to mind:

Agriculture, it’s who we are in Nebraska.

Athletics, it’s what we love here in Nebraska.

Medicine, it’s what we need in Nebraska

And lastly, it’s **the Military**, it’s what we care about in Nebraska...”

--NU Regent Rob Schafer

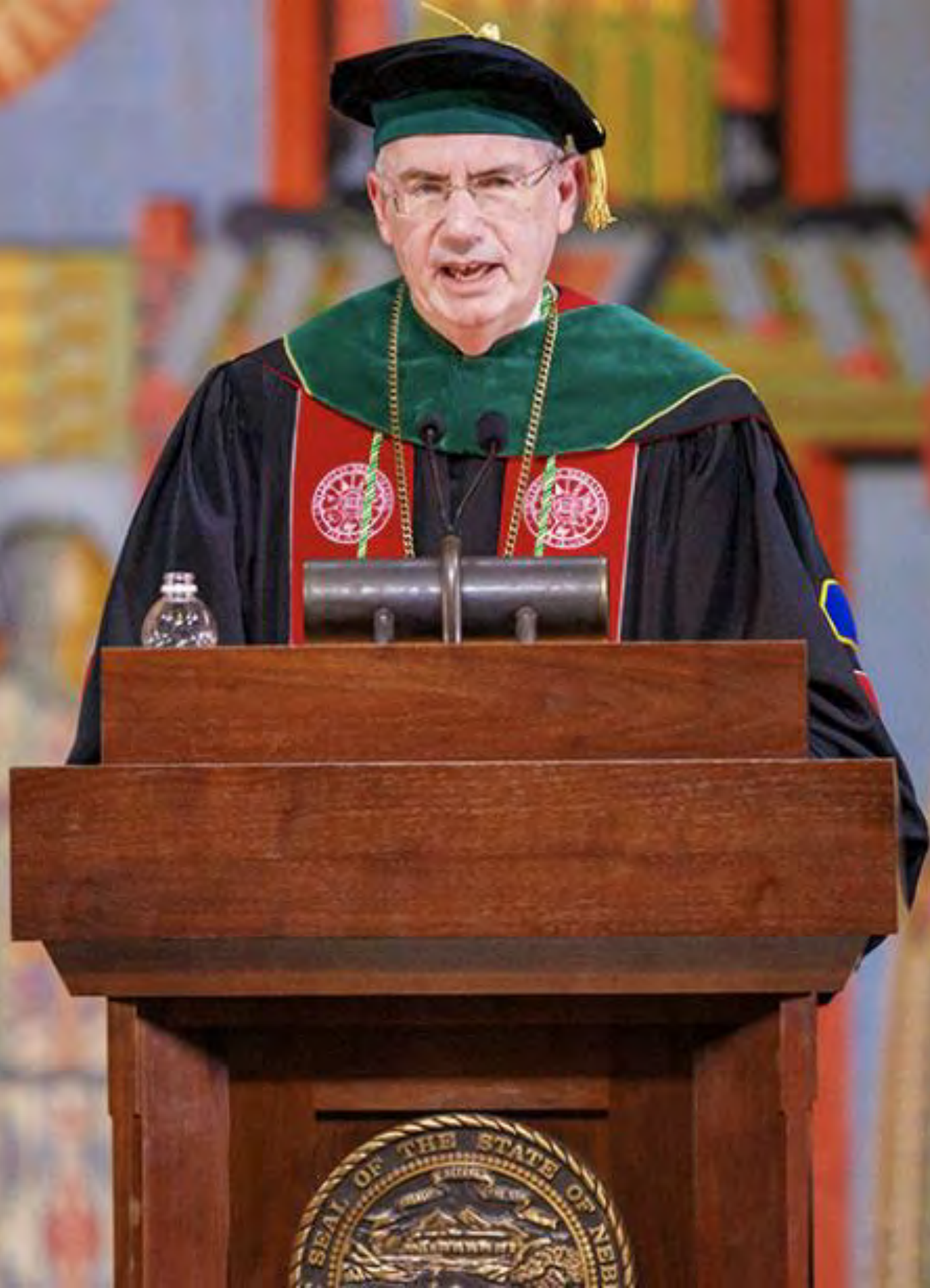
June 22, 2024

The Odyssey from Excellence to Extraordinary

“Our legacy of excellence is a solid foundation to build upon but is not adequate. Our legacy serves as an inspiration but not as a roadmap for the pathway ahead.”

-- NU President Jeff Gold
September 5, 2024





The university faces an estimated \$58 million shortfall by the end of the 2024-25 fiscal year

Short-term measures:

- A hiring freeze on all non-faculty positions.
- A temporary 4% across-the-board rescission on all departmental operating and supply budgets.

Long-term five-point vision:

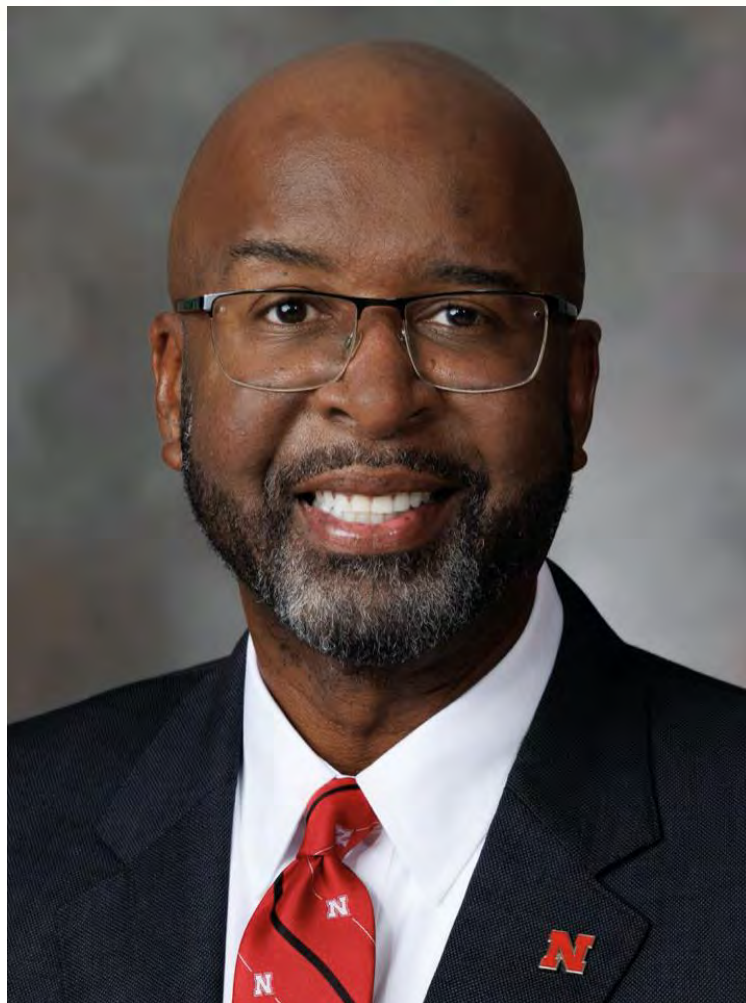
- 1) A reinvigorated focus on student recruitment
- 2) A renewed commitment to raising the University of Nebraska's academic profile
- 3) A more proactive process for reviewing the university's range of academic programs
- 4) New strategies for communication and transparency around budget planning
- 5) A focus on operational excellence



January 11, 2024 · 1 min read

Chancellor finalizes \$12M budget reduction

by [University Communication and Marketing](#)



In a Jan. 11 message to campus, Chancellor Rodney D. Bennett announced that the University of Nebraska–Lincoln has finalized \$12 million in budget reductions. The final reduction plan mirrors a proposal announced Nov. 8 and updated Nov. 21.

The reductions, which eliminate a deficit the university has carried forward for a number of years, were developed with feedback provided by UNL’s Academic Planning Committee.

“This was an important process for UNL,” Bennett said. “While we must continue to work towards balancing our budget and understanding our financial constraints, I look forward to engaging all of you in the coming weeks and months in conversations about our future — who we want to be and what we want to look like.”

The chancellor’s message and a complete overview of the reductions is available on the university’s [budget reduction website](#).



Summary of IANR's Permanent State-aided Budget Reductions - 2017-2024*

Amount Reduced	% of IANR's Cumulative Cut	Description of Cut
\$ 5,719,311	31.8%	IANR Administrative Reductions (Positions and Operating Budgets)
\$ 4,241,920	23.6%	Permanent re-basing of IANR Unit state-aided budgets
\$ 4,056,155	22.5%	Elimination of t/tt faculty lines (41)
\$ 2,574,670	14.3%	Elimination of staff lines (41)
\$ 1,271,400	7.1%	Rural Futures Institute
\$ 126,435	0.7%	Academic Degree Program Support (CASNR HRTM Program)
\$ 17,989,891	100.0%	

*Does not include one-time cash that was returned - ~\$7M

Looking forward...

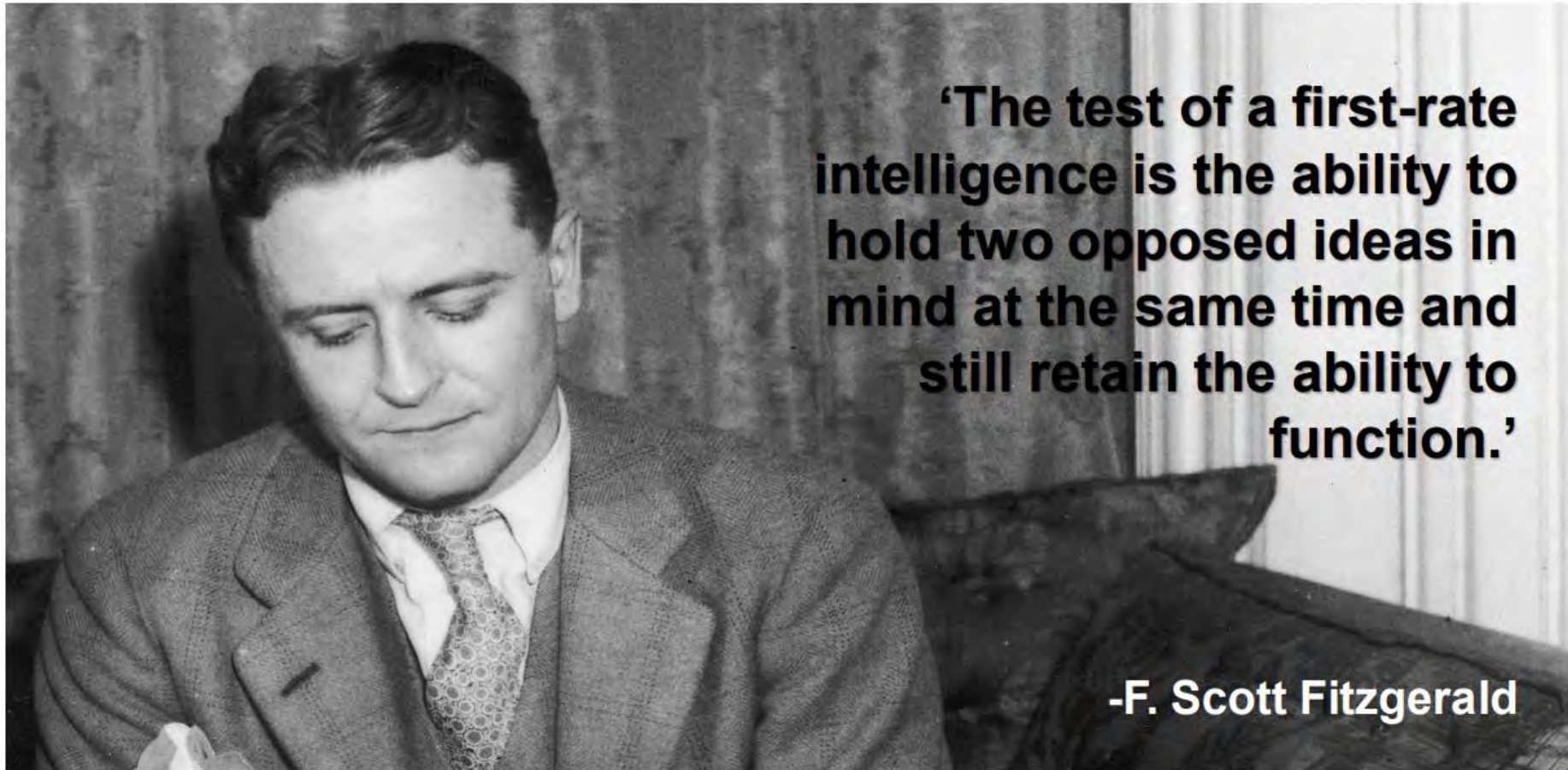
Odyssey from Excellence to Extraordinary

Structural changes – Is the current organizational structure of the University of Nebraska allowing us to maximize our impact and relevance?

State support for the University of Nebraska – Upcoming Unicameral 90-day Session

N2025 --> Updated UNL Strategic Plan focused on our core identity

Budget – High probability of additional reductions informed on impact and relevance – evidence-based and data/metric driven – NOT status quo – vertical rather than horizontal cuts



'The test of a first-rate intelligence is the ability to hold two opposed ideas in mind at the same time and still retain the ability to function.'

-F. Scott Fitzgerald

Support and care for each other...

View challenges and change and opportunities...

Remain curious...

Assume positive intent...

Be mindful of the SARAH model that describes an emotional process that people go through when responding to change, including grief – Shock --> Anger --> Resistance --> Acceptance --> Healing/Hope.

State and federal relations update

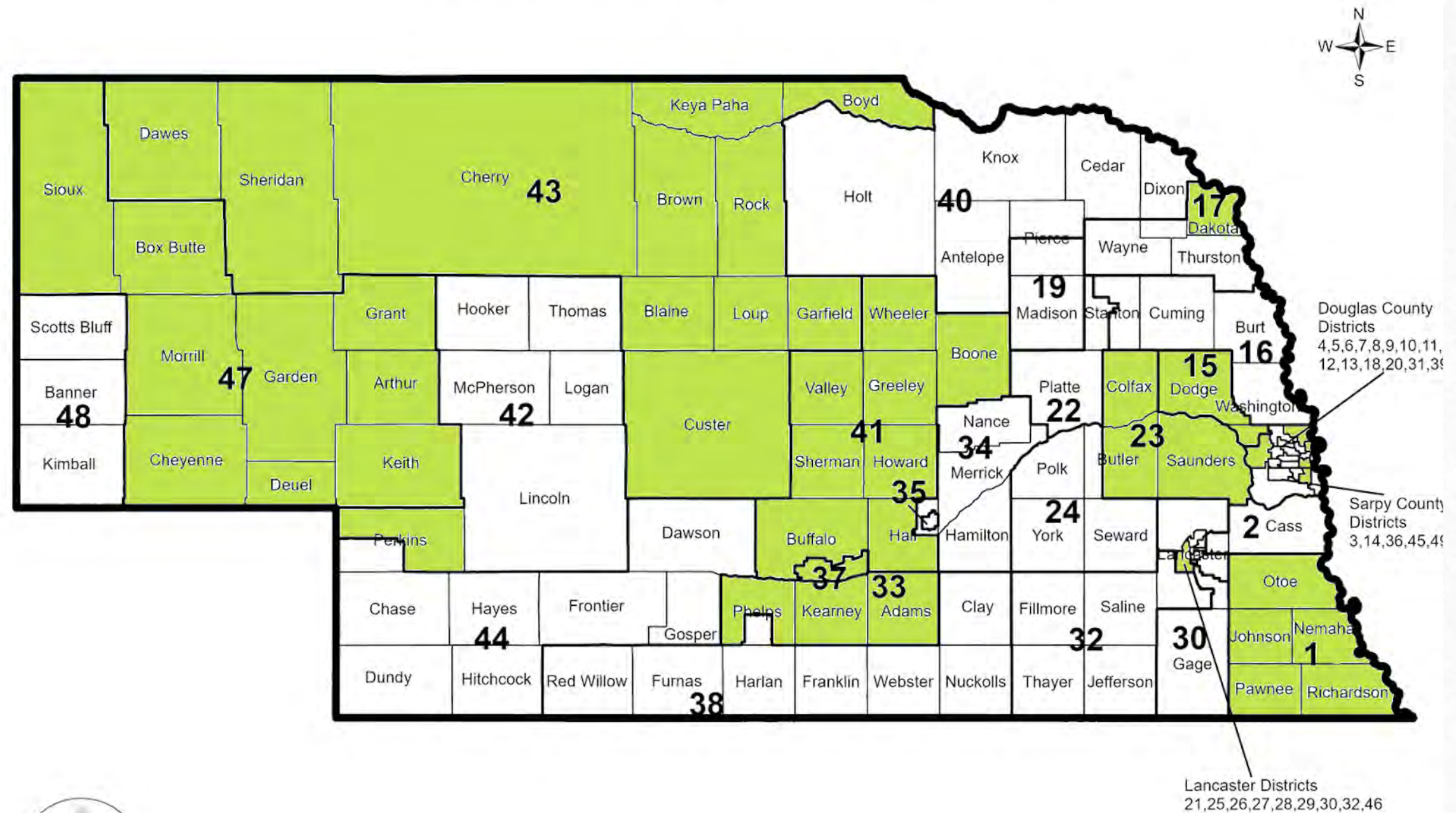


What we think about on these advocacy trips

- **Federal Appropriations**
- **Farm Bill**
- **Capacity funds**
- **Research infrastructure funds**
- **Competitive grant funds**
- **Hill and Agency engagement visits**



Nebraska Legislative Districts



September 23, 2024

Schnable to help launch first 'digital twin' of corn field

By [Tiffany Lee](#) | [Research and Innovation](#)



Chabella Guzman | Nebraska Extension

Two recent grants from the U.S. Department of Agriculture will support Husker-led sustainability projects, including research into nutrient management for sugar beet production.



NEBRASKA TODAY

August 9, 2024

USDA grants boost Husker research on sugar beet nitrogen management, agroforestry

By [Geitner Simmons](#) | [IANR Media](#)





[Nebraska](#) > [Office of Research and Innovation](#) > Research center looks to future with \$5.8M NIH renewal

CENTER FOR THE PREVENTION OF OBESITY DISEASES

Tiffany Lee, September 11, 2024

Research center looks to future with \$5.8M NIH renewal

The Nebraska Center for the Prevention of Obesity Diseases through Dietary Molecules, led by Janos Zempleni (pictured), has received a five-year, \$5.8 million renewal from the National Institutes of Health's Centers of Biomedical Research Excellence Program. The funding will support the center's efforts to solidify its research base and prepare to thrive in the long term. Craig Chandler | University Communication and Marketing



EMAIL US

GRAND CHALLENGES

Ashley Washburn, September 3, 2024

Nine Grand Challenges projects awarded



The Advancing Development of Assessments, Practices, and Tools (ADAPT) project received a Grand Challenges catalyst award to help establish resilient, climate-smart beef production systems in Nebraska and beyond.



Commodity partners



UNL program puts fresh produce in hands of Nebraskans



[Nebraska](#) • [University Communication](#) • [Nebraska Today](#) • Charlson educates ag professionals on their way to drone pilot license

September 11, 2024

Charlson educates ag professionals on their way to drone pilot license

By [Kristina Jackson](#) | University Communication and Marketing



Craig Chandler | University Communication and Marketing

Dirk Charlson goes over a sectional aeronautical chart to participants in his UAV pilot class. Charlson, associate Extension educator for digital agriculture, teaches the requirements to obtain a P107 FAA drone pilot license to a group at the Gage County Extension Office in Beatrice.



Conference fosters entrepreneurship among Latino community



CASNR Enrollment:

- Increase of 42 (+2.0%) undergraduate students, 4 (+0.6%) graduate students, and 3 (+5.5%) professional students
- Students represent **89 Nebraska counties, 46 states, and 60 countries**
- Over **3,400** students (undergraduate, graduate, and professional) are enrolled in academic credentials offered by the 12 academic units aligned with CASNR.
- 640 first-time freshman and transfer students (second largest incoming class in CASNR history)
- Increase of 2.4% in new first-time freshmen (FTF) and transfer students from Nebraska.
- **87.2%** retention up from 85.4% in Fall 2023
- 56% 4-year graduation rate
- 75.6% 6-year graduation rate







N

SCHOOL OF NATURAL RESOURCES

First Sigma College Class
2024



Huskers named 2024 homecoming royalty finalists

Blood Drive

Homecoming Concert, featuring YUNG GRAVY and EVAN GIIA

Husker Pantry Drive

Ice Cream Social on East Campus

Homecoming Parade + Cornstock Festival

IANR Tailgate

Trey Lamkins

CASNR Plant and landscape systems







Home Again

University of Nebraska–Lincoln National TV Spot





Questions

