

OVERVIEW APPENDIX 1

Agronomy and Horticulture Shared Strategic Priorities 2019-2023

Mission

The Department of Agronomy and Horticulture continues to build its leadership in plant, soil, and landscape systems through innovation and technology that is science-based and results-driven, with an urgency to anticipate and embrace future challenges. We partner with our stakeholders to meet these challenges through creative research, learner-driven teaching, and extension that all support multi-function resilient landscapes and food production to enhance the quality of life for the citizens of Nebraska and the world.

Targeted Priorities 2019-2023

- Strengthen undergraduate student education and experiences with a bold, forward thinking, and flexible curriculum that prepares students to be knowledgeable problem solvers, skilled and respected practitioners, and adaptive professionals.
- Improve focus and rigor of graduate education, including a core assessment of key attributes we expect of our graduate students and the curriculum available for their education.
- Explore effective strategies to enhance stakeholder engagement through balanced approaches and improved synergy between extension specialists and extension .
 - Leverage faculty expertise to create and enhance institutional capacity building to support and lead extension and stakeholder engagement across UNL.
- Build capacity in (digital) agriculture research, education, and extension, in collaboration with other IANR units.
- Explore strategies to enhance an inclusive, collaborative and supportive professional environment for faculty, staff, and students .
- Develop effective plans to fill gaps in human capacity, manage financial and facility resources.
- Expand the scope of departmental and UNL programs in genotype by environment by management by sociology interactions.

Agronomy and Horticulture Goals

Priority #1. Strengthen undergraduate student education and experiences with a bold, forward thinking, and flexible curriculum that prepares students to be knowledgeable problem solvers, skilled and respected practitioners, and adaptive professionals.

- Develop common core experiences aligned with market needs now and those anticipated in the future.
- Develop undergraduate specializations aligned with market needs now and into the future (e.g. digital agriculture, urban agriculture).
- Develop clear guidelines and criteria for reporting teaching and learning improvements & accomplishments.
- Develop concrete experiences through integration of service learning in collaboration with extension and internal and external partners.
- Identify needs and gaps in courses, staff and resources, and integrate across the curriculum to avoid duplication.
- Develop and enact strategic recruitment plans designed to increase quality and diversity of students and enrollment by 30% in five years
- Create strategic plan for online undergraduate education program and assure resources available to make it happen.

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- Develop partnerships for inter-, multi-, cross-, and trans-disciplinary educational programs with BSE, SNR, Animal Science, HRTM, Entomology, ALEC, Landscape Architecture, CRPL, Early Childhood/Development, Extension, and other units.
- Cultivate a culture of sharing evidence-based approaches in teaching and learning through formal and informal means.
- Develop/create strategies to evaluate curriculum impact in a longitudinal manner that goes beyond graduation.

Priority #2 Improve the focus and rigor of graduate education, including a core assessment of key attributes we expect of our graduate students and the curriculum available for their education.

- Maximize our capacity in student mentoring and professional development.
 - Develop effective evaluation and accountability in mentoring and student development.
 - Establish expected key attributes and expectations of competencies to be gained by students.
- Develop and implement a common set of updated core education elements.
 - Identify needs and gaps in courses, experiences, staff and resources, and minimize overlaps in courses.
- Develop a set of disciplinary courses within each specialization.
 - Revise/modify and add courses/experiences of disciplinary specialization.
 - Cultivate a culture of sharing evidence-based approaches in teaching and learning through formal and informal means.
- Recruit and attract a diverse pool of exceptional students .

2020 Graduate Program Retreat

- Establish a graduate curriculum committee to review existing curriculum, approve new courses, identify training gaps and critical needs (hires or classes).
- Mentoring guidelines for both faculty and students to establish clear expectations, paths to success, and help build and strengthen professional networks.
- Develop orientation class/workshop.
- IDPs and direct annual reviews to report on progress towards career goals rather than grad studies milestones.
- Develop deliberate plan for student/faculty recruitment and retention. Under-represented minorities, excellent students, non-traditional recruiting targets.
- Identify ways to incentivize the above with cost share for successful grants.
- Encourage distance delivery of courses, seems to be very relevant now.

Priority #3. Support organizational development in Extension to leverage faculty expertise and engage with stakeholders across and Nebraska, the region, and beyond.

- Coordinate an Extension forum.
 - Identify extension coordinator and coordinating committee.
 - Plan A&H Extension Retreat to identify extension priorities and areas of leadership.

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- Develop and provide a set of shared evidence-based resources and guidelines on best practices in Extension programming, pedagogy and application to equip Extension faculty for ‘next generation Extension.’
- Connect educators and specialists with faculty without an Extension appointment to increase department capacity for outreach and facilitate new collaborations, applications, and communication of the most current research and best practices for Nebraska stakeholders.
- Provide regular workshops and seminars with explicit focus on creating opportunities for teaching and extension faculty to share ideas about transferring research-based information to students and other clientele.
- Develop clear strategies, resources, guidelines and criteria for documenting and reporting Extension accomplishments.

Priority #4 Build capacity in (digital) agriculture research, education, and extension, in collaboration with other IANR units.

- Identify core areas of research, teaching, extension contributions of our unit and gaps (or, opportunities) in digital ag.
- Develop extension and teaching tools to increase knowledge and competencies in digital agriculture.

Priority #5 Integrate capacities gained as undergraduates and graduate students to understand and apply them to farming and food systems and be well prepared for responsible action

- Recognize that there is often a smaller gap between ‘ignorance and knowledge’ than between ‘knowledge and action’, and results of teaching and research are most valuable when translated into responsible action.
- Integrate information and specific practices learned in disciplinary courses into meaningful recommendations relevant to whole systems design and planning.
- Provide strategies and tools for self-evaluation of system success with evolving criteria for measuring outcomes, with relation to changing climate, non-renewable resources, and concerns about equitable distribution of benefits in the food system.

Other Ongoing Unit Enhancement Plans

- Develop a process to enhance space use efficiency, improve research-teaching infrastructure, and availability of shared equipment (complete inventory of farm sites, equipment, and support; space usage).
- Develop easy to follow on boarding process for new faculty and staff.
- Improve information access to faculty, staff, and students through enhanced website structure and design (Administrative structure; Committees; Service Center; Faculty and Staff Pages).
- Support professional development activities of staff and faculty.

OVERVIEW APPENDIX 2

Institute of Agriculture and Natural Resources Collaborative Communities

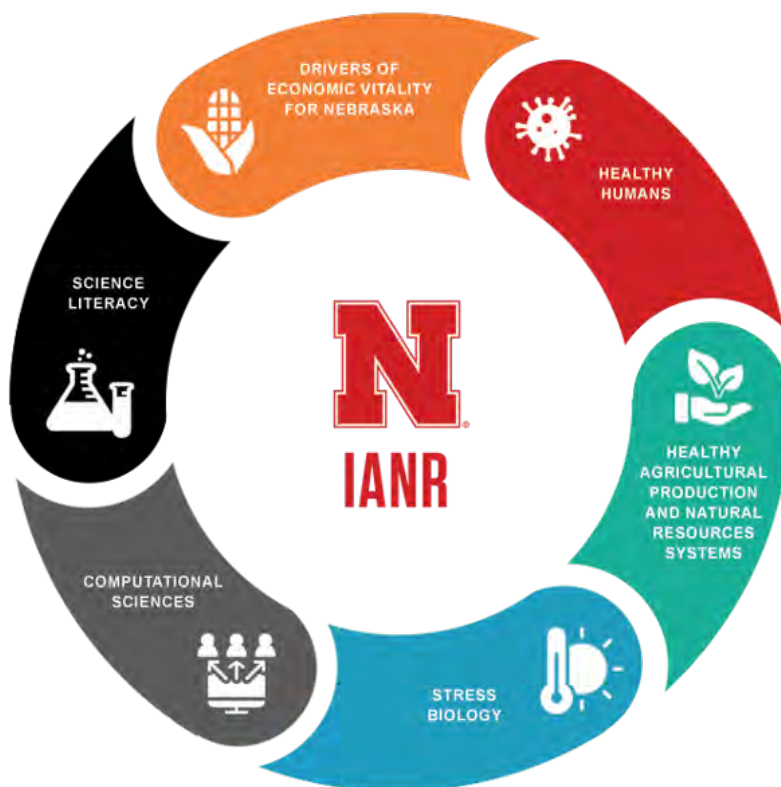
(<https://ianr.unl.edu/communities>)

IANR strives to combine research, teaching and extension in a multidisciplinary, collaborative environment that encourages the best thinking and expertise from across the University and private enterprise – to ensure Nebraska’s competitiveness in a world of change and challenge.

The six communities were formed in 2011. At that time, faculty from all IANR departments came together and rather than focus on individual department needs, they agreed to focus on areas of strength that they felt the institution as a whole could build upon. That type of bold collaboration and thinking is what was needed to propel Nebraska forward. We are striving to excel in these areas but we can go much further and have a much greater impact with your involvement. As we continue to strategize around these areas, we encourage you to become a part of the conversation. We welcome your feedback, ideas, engagement, and support in our ongoing endeavor to make your university a global leader in these key areas.

Communities

- Computational Sciences
- Drivers of Economic Vitality for Nebraska
- Healthy Humans
- Healthy Systems for Agricultural Production and Natural Resources
- Science Literacy
- Stress Biology



OVERVIEW APPENDIX 3

N2025 Strategic Plan

(<https://n2025.unl.edu/downloads/N2025-Strategic-Plan.pdf>)

“Where every person and every interaction matters”

The N2025 Strategic Plan outlines the aims, strategies, expectations, and targets for the first five years of the 25-year vision articulated within the N150 Commission Report. The N2025 Strategic Plan contains six ambitious aims. Each aim represents a purpose or intended outcome. Supporting each aim are strategies and expectations. Strategies are actions that can be taken to move toward the aim. Expectations are anticipated changes that will be realized through the implementation of the strategies. Targets are quantifiable metrics that serve as benchmarks to achieve by 2025.

The Aims

The six aims are listed below. The order of the aims does not imply relative priority. The first four aims focus on the university’s mission-centric areas, while the others focus on our people. The interconnected relationship among the aims is depicted in Figure 1. Each of these aims should be read and understood with the concluding phrase “..in a way that every person and every interaction matters.”



Aim: Innovate **student experiences** that prepare graduates to be life-long learners and contributors to the workforce in Nebraska and the world



Aim: Establish a culture at Nebraska committed to increasing the **impact of research and creative activity**



Aim: Focus research, scholarship, creative activity, and student experiences to foster innovative, **interdisciplinary endeavors** and **solve challenges** critical to Nebraska and the world



Aim: Broaden Nebraska’s engagement in community, industry, and global partnerships



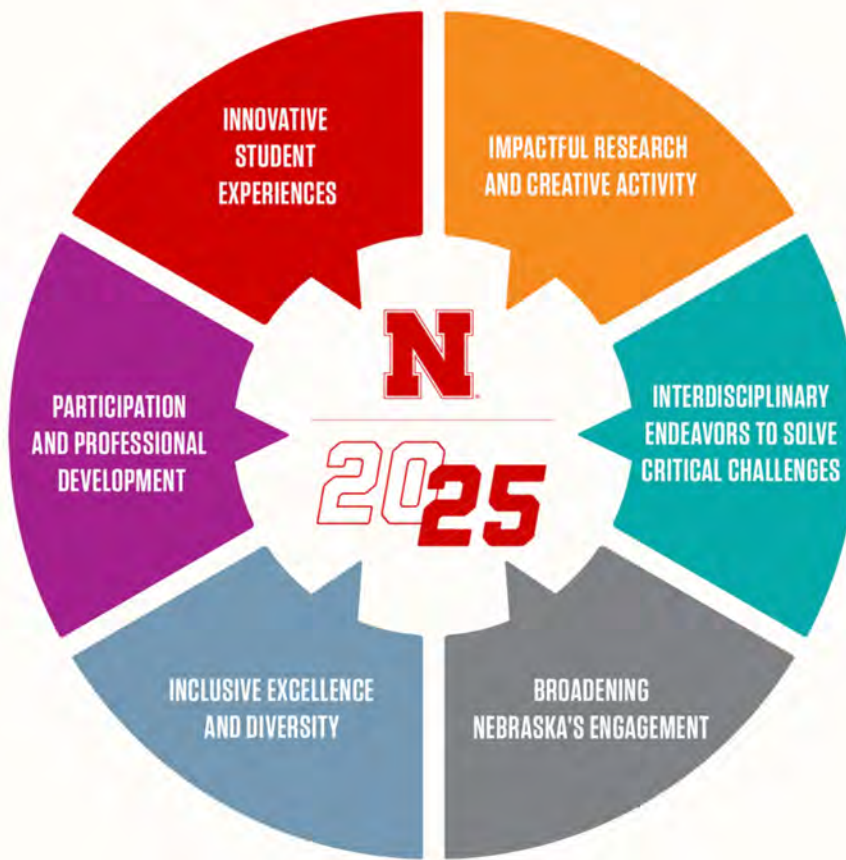
Aim: Create a climate at Nebraska that emphasizes, prioritizes, and expands **inclusive excellence and diversity**



Aim: Prioritize **participation and professional development** for all Nebraska students, staff, and faculty

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N2025 Strategic Plan

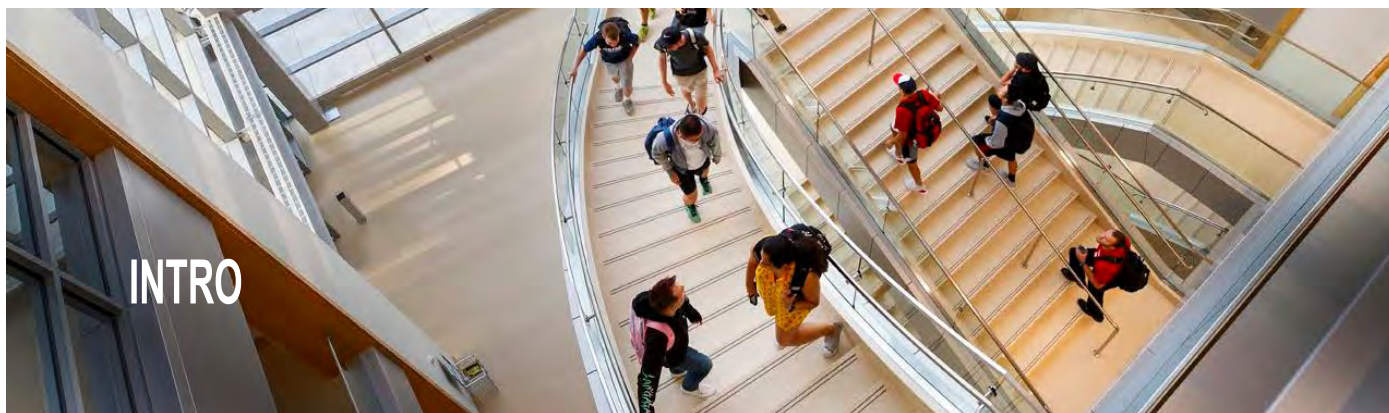


RESPONSIBLE STEWARDSHIP OF RESOURCES

To achieve the N2025 aims, the university must commit to responsible stewardship of resources to reinforce institutional priorities. Responsible stewardship requires organizational and operational effectiveness, proper investment in physical and technological infrastructure, and commitment to sustainability. Realization of the aims and implementation of the strategies will require:

- An implementation plan for the N2025 Strategic Plan
- Intentional and transparent allocation of resources to incentivize actions that align with the N2025 Strategic Plan
- Intelligent and sustainable investments in key university resources, and, in particular, people
- Development of a sustainable built environment and technology infrastructure to support N2025 Strategic Plan
- Creation of an incentive-driven and financially strong campus environment led by the N2025 Strategic Plan
- Systematic cost reductions across administration
- Formulation of a long-term road map for university operations that ensures sustainability, environmental resilience, and stewardship of natural resources

The university recognizes its significant responsibility to the citizens of the state of Nebraska and the need to be good stewards of all of its resources. This bold N2025 Strategic Plan, implemented well, will increase the value of the institution to the state of Nebraska.



The University of Nebraska System Five-Year Strategy

In 2020, University of Nebraska System President Ted Carter gathered a diverse team of stakeholders to help chart the university's path forward.

The team quickly agreed on broad priorities to drive the university's work: student access and success; workforce development; partnerships; culture, diversity, and inclusion; and efficient and effective use of resources. And, the team agreed that as a four-campus system with unique expertise across the state, the University of Nebraska can bring a collective impact that is virtually unmatched.

From that early work emerged an ambitious strategic plan for the NU System. Not two years later, with a number of the initial goals accomplished, Carter and the team, together with the Board of Regents, chancellors, and others, have taken a fresh look at the document.

The goal: Articulate additional targets for expanding student opportunities and growing the state's workforce and economy for generations to come. The university's fundamental priorities are unchanged. New targets reflect several key principles:

- ▶ **Workforce shortages are perhaps the state's #1 challenge.** Nebraska especially needs more healthcare workers, IT professionals, teachers, engineers, and other high-skill workers. The University of Nebraska must lead the way in producing the workforce the state needs.
- ▶ **Student access and affordability remains a North Star.** The university must help close existing gaps in attainment, and must implement new strategies for creating access for all, including underrepresented students, military learners, rural students, working adults, and individuals who have completed some college but have not earned a degree.
- ▶ **Every dollar matters.** The university will create a new model for accountability in the use of the resources Nebraskans entrust to it.
- ▶ **Partnerships are the way forward.** No one entity can solve Nebraska's challenges alone, but together, Nebraskans can make a difference.
- ▶ Finally, **the university must be a great place to learn and work, welcoming and open to all.** The university's people are its greatest asset, and its policies, practices, and investments should reflect that.

STRATEGY ONE



Access, Affordability, and Attainment

The University of Nebraska System was founded on the principle that higher education should be accessible to all, not just a privileged few. That principle is as important today as it was more than 150 years ago, with a college degree increasingly recognized as a vital pathway to individual and economic prosperity.

Nebraskans have a basic expectation of their University: That they can attend our campuses for an outstanding education, at an affordable cost, where they can graduate on time and prepared for success in life and work. And while they're here, we will provide them the most enriching collegiate experience possible, to include internships and study abroad, participation in athletics and the arts, and community service and research. That “whole-person” experience is what our students expect and deserve.

Cost must not be a barrier for any qualified Nebraska student to attend the University. It is intentional that this broad theme comes first in our strategic plan. As we chart the path forward, the affordability, accessibility, and quality of a University of Nebraska education will continue to be our North Star.

New

- ▶ **Expand *Nebraska Promise*** annual income threshold to \$65,000.
- ▶ **Commit to educational attainment goal** and develop strategies for its achievement, with a particular focus on increasing four-year degree attainment.

In-Progress

- ▶ **Evaluate all University-imposed costs** to students and limit increases to the greatest extent possible.
- ▶ **Strengthen pathways to higher education.**

Completed

- ▶ **Launch *Nebraska Promise***, a tuition-free education for Nebraska families with an annual income less than \$60,000.
- ▶ Adopt and widely share an **undergraduate and transfer student graduation guarantee**.
- ▶ Evaluate **innovative academic calendar models** to accelerate time to graduation.

Abandoned

- ▶ Shift the University's **undergraduate tuition model** from a “per credit” to a “block” basis.

STRATEGY TWO



Talent Development

Nebraska's talent needs are urgent and growing. The state will have more than 34,000 annual openings in high-skill, high-demand, high-wage (H3) jobs in the years ahead, and the needs exist across the entire state. Demand for more engineers, IT professionals, nurses, teachers, physician assistants, and other professions is acute. And of course, the University will lead in supporting the backbone of Nebraska's workforce and economy, agriculture, by educating the next generation of farmers, ranchers, scientists, and others who will help feed an increasingly hungry world.

The future of higher education will be about pathways—to college, to relevant internships and academic experiences, to timely graduation, and finally, to great jobs here in Nebraska. That includes educating more of our own Nebraska students, as well as attracting new Nebraskans to our state to live, work, and raise their families.

With more skilled graduates, we'll grow our economy, workforce, and strong communities across the state.

New

- ▶ Provide each student an **experiential learning opportunity** with a business, organization, or community.
- ▶ Strengthen University-wide efforts to deliver **micro-credentials and non-credit courses** for students and graduates in the workforce.

In-Progress

- ▶ **Pursue partnerships** with the Governor, Nebraska Legislature, business leaders, philanthropic partners, and others to fund scholarships in key workforce areas.
- ▶ **Develop scholarship programs** to attract nonresident students pursuing programs in key workforce areas.
- ▶ **Build and implement collaborative models to guarantee internships, jobs, and debt forgiveness** for graduates.

STRATEGY THREE



Culture, Diversity, and Inclusion

A growing, thriving University of Nebraska System depends on the voices, ideas, and success of all members of our community. We must be a University for everyone—a place where diverse backgrounds and ideas are welcomed and celebrated, where robust dialogue is encouraged, and where we are intentional and transparent in exploring how we can be a better place to learn, work, and study.

We will have a bias for action in evaluating and improving our internal culture. That will include honest assessments of our successes and areas for improvement. Where there are gaps—like that between UNL and UNMC faculty salaries and their peers, which has been a challenge for too long—we will put action plans in place to better support our talented faculty, staff, and students.

We have heard loud and clear from our University community that inclusive excellence must be among our highest priorities. Our students deserve to see themselves reflected in our classrooms, and all members of our community deserve to feel valued, welcomed, and safe.

New

- ▶ **Fully implement standards for sexual misconduct training** across the University System.
- ▶ **Increase investment in mental and behavioral health support services** for students and employees.

In-Progress

- ▶ **Develop an implicit bias training program.**
- ▶ **Refine policies and procedures** to support our students and employees more fully.
- ▶ **Conduct biennial climate surveys** and develop actions plans based on the data.
- ▶ **Strive for average faculty salaries** within 98% and 102% of peer averages.
- ▶ **Eliminate gender and racial equity pay gaps** among employees through compensation studies.

STRATEGY FOUR



Partnerships

In pursuing excellence in and outside the classroom, we acknowledge that we can't be all things to all people. What we can do is identify a select number of areas where we can be the world leader. We will be disciplined in our investments and engagements, focusing on areas that matter to Nebraska and where we have deep expertise: Water and food security; infectious disease; rural community development and vitality; national and cyber security; and early childhood education.

Recognizing that we can't be successful alone, we will invest our time in cultivating partnerships that will advance our work—between campuses, with donors and alumni, elected leaders, our higher education partners, and with all Nebraskans, who collectively are the single largest investor in the University of Nebraska System every year.

New

- ▶ **Promote an entrepreneurial culture and cultivate a dynamic innovation ecosystem** in Nebraska.

In-Progress

- ▶ **Focus University investments** in research, discovery, and creative activities, such as key programs in water and food security; infectious disease; cancer prevention; rural community development and vitality; national and cyber security; novel drug discovery; and early childhood education.
- ▶ **Increase the sense of bond and connection** among alumni and donors.
- ▶ **Increase the number of annual donors** to 75,000 by 2027.
- ▶ **Increase annual philanthropic funds received** to \$300 million by 2027.
- ▶ **Engage our nearly 400,000 alumni** in University events and leverage their voices through an advisory and advocacy network.

STRATEGY FIVE



Efficiency and Effectiveness

In entrusting their precious resources to us, Nebraskans expect their University to operate with common sense and prudence. We won't spend money we don't have; we will take care of the resources we do have; and we will continually look for opportunities to become leaner, more effective, and more efficient.

Of particular importance is developing a long-term plan to maintain our capital assets, including the buildings where teaching and research take place, and the information technology infrastructure that supports virtually every aspect of the academic and business enterprises. Furthermore, knowing that sustainability is a high priority for our students and employees, we will create a University-wide plan for improvement—preserving both University and natural resources.

In all of this work, we will hold ourselves to a high standard of transparency, recognizing that we have a responsibility to demonstrate accountability to those who invest their resources in us.

In-Progress

- ▶ Develop a **5-year rolling budget**.
- ▶ Maintain a **structurally balanced budget**.
- ▶ **Improve usability of policies** and eliminate unnecessary bureaucracy.
- ▶ **Evaluate all University assets**, including intellectual property, for potential monetization and maximization.
- ▶ Establish a **University-wide sustainability plan** and goals.

Completed

- ▶ Develop a comprehensive **University-wide capital master plan**, including facilities, infrastructure, and information technology needs.
- ▶ **Launch 2021 University Facilities Program**

OVERVIEW APPENDIX 4

NU System Five-Year Strategic Priority



About the University of Nebraska System

The University of Nebraska System, the state's only public university, has served Nebraskans through teaching, research, outreach and engagement for over 150 years.

The university was founded on February 15, 1869, less than two years after Nebraska became the nation's 37th state. The goal of this new land-grant university was, "To afford the inhabitants of this state with the means of acquiring a thorough knowledge of the various branches of literature, science, and the arts." This goal has stood the test of time—underlying the university's dedication to the education of students, research in a broad range of disciplines, and service to the state's citizens.

Each campus has a unique role and mission—and when viewed collectively, give the University of Nebraska a breadth that is hard to match.

The University of Nebraska is comprised of four campuses: the University of Nebraska at Kearney, the University of Nebraska–Lincoln, the University of Nebraska Medical Center, and the University of Nebraska at Omaha. Teaching, scholarly research and creative activity, and statewide outreach are at the heart of the university's work.

The university's four campuses—including an undergraduate-focused campus in Kearney, a leading Big Ten institution in Lincoln, a world-renowned academic health science center with branches across the state, and a metropolitan university in Omaha—are home to 50,000 students and 16,000 faculty and staff. The university also includes many research, extension, and service facilities statewide.





UNIVERSITY OF
Nebraska
System