



# **GROWING A HEALTHY FUTURE**

**FOOD • FUEL • WATER • LANDSCAPES • PEOPLE**

Agricultural Research Division

Nebraska Agricultural Experiment Station

## ARD/IANR Research Faculty Meeting

Friday, August 11, 2017

Thanks to the  
ARD Team!



Thank You,  
ARD  
Faculty!!



Archie Clutter @ArchieClutter · 3m

Our Faculty doing great things at U of Nebraska IANR! Much work to do ahead!

#GBR [omaha.com/opinion/editor...](https://omaha.com/opinion/editor...) via @owhnews

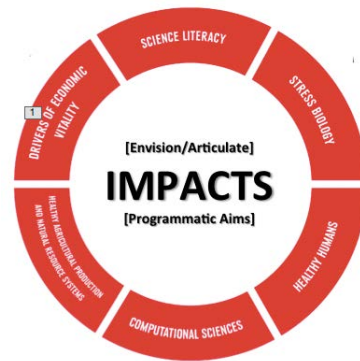


**Editorial: UNL commits to providing a sound vision for ag science**

The University of Nebraska-Lincoln is lifting its agricultural and environmental-studies programs to a higher level by making targeted in...

[omaha.com](https://omaha.com)

# Agenda



## 4th Annual ARD Faculty Meeting

Friday, August 11, 2017

Nebraska Innovation Campus - Banquet Hall

Agenda		Speakers
7:30 - 8:00 a.m.	Registration	
8:00 - 9:00 a.m.	Continental Breakfast & Conversation / Poster Set-Up	
9:00 - 9:05 a.m.	Welcome	Archie Clutter
9:05 - 9:30 a.m.	ARD/IANR Updates	Archie Clutter and Tala Awada
9:30 - 10:30 a.m.	Rapid Fire Session One	Session information provided on tables
10:30 - 11:00 a.m.	Open Poster Viewing / Networking	
11:00 - 12:00 p.m.	Rapid Fire Session Two	Session information provided on tables
12:00 - 12:30 p.m.	Lunch	
12:30 - 1:30 p.m.	Rapid Fire Session Three	Session information provided on tables
1:30 - 3:30 p.m.	Developing High-Performing Teams: It Starts with YOU	Sherry Harsch-Porter, PorterBay Insight
3:30 p.m.	Social @ The Mill - NIC Location	

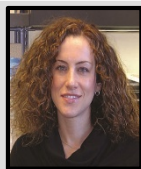
# ARD Faculty Advisory Council

The ARD Advisory Council serves as an advisory body to the ARD Dean and as a means by which ARD faculty communicate through their representative with ARD administration

## Districts:

- Agricultural Economics; Food Science and Technology Department
- Agronomy and Horticulture
- School of Natural Resources
- Animal Science Department; Biological Systems Engineering Department
- Statistics; Entomology; School of Veterinary Medicine and Biomedical Sciences
- Biochemistry; Plant Pathology Department
- Agricultural Leadership, Education and Communications; Child, Youth, and Family Studies; Nutrition and Health Sciences; Textiles, Merchandising & Fashion Design
- Northeast Research and Extension Center; Panhandle Research and Extension Center; West Central Research and Extension Center

# ARD Faculty Advisory Council Members-FY18



**District 1**  
Emie Yiannaka  
Agricultural Economics



**District 5**  
Fernando Osorio  
School of Veterinary Medicine  
& Biomedical Sciences



**District 2**  
David Hyten  
Agronomy & Horticulture



**District 6**  
Oleh Khalimonchuk  
Biochemistry



**District 3**  
Michael Hayes, Chair FY18  
School of Natural Resources



**District 7**  
Maria de Guzman  
Child, Youth and Family Studies



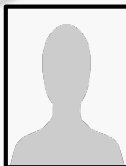
**District 4**  
James MacDonald  
Animal Science



**District 8**  
Jeff Bradshaw  
Panhandle Research  
& Extension Center



Andrea Cupp, Outgoing Chair  
2015-2017  
Animal Science



**TBD**  
Diversity Enhancement Member

# ARD Faculty Advisory Council

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Championing Select Goals from the ARD Strategic Plan:

- Team Science
- Innovation in Graduate Education



# For Discussion

## ASSESSING AND EVALUATING CONTRIBUTIONS TO TEAM SCIENCE AGRICULTURAL RESEARCH DIVISION INSTITUTE OF AGRICULTURE AND NATURAL RESOURCES UNIVERSITY OF NEBRASKA

There is a critical need for the formation of transdisciplinary teams to achieve the research, and integrated research, teaching and extension outcomes required to meet the great challenges embedded in the broad mission of IANR. The Agricultural Research Division includes a diverse array of disciplines, and the most specific criteria for evaluation of faculty performance and tenure and promotion are developed within the Units, driven by the requirement of well-documented scholarly accomplishments and impacts consistent with the described position of the faculty member. While it is recognized that important impacts may occur through individual endeavors, impacts consistent with the vision and mission of IANR increasingly require transdisciplinary team-based research, often in teams that integrate aspects of teaching and/or extension.

With that need for communicating and evaluating contributions to teams in mind, criteria are presented below in the form of a set of questions that may be useful for drawing out specific descriptions and metrics of an individual's contributions to team efforts. The criteria are presented today as way to move forward the discussion, and potentially provide a framework for faculty to describe their contributions to teams (including through 360<sup>0</sup> feedback from other team members), and Promotion and Tenure Committees to use in thinking about their evaluation of those contributions and feedback to faculty.



CRITERIA FOR CONSIDERATION OF CONTRIBUTIONS TO TEAM-BASED RESEARCH AND  
TEAM-BASED RESEARCH INTEGRATED WITH TEACHING AND/OR EXTENSION\*

1. What was the individual's role in driving project(s) forward through delivery of key outcomes?
2. What research or integrated research accomplishments of the team can be attributed to the individual?
3. How was each of the individual's contribution(s) essential for the overall success of the project?
4. Was each contribution original rather than a reproduction of the work of others?
5. How are the specific contributions of the individual to collaborative projects regarded in her/his field of research?
6. How did the individual contribute to a culture of collaboration, teamwork and shared responsibilities?

\*Based on suggested guidelines for the NCI Center for Cancer Research

# ARD Faculty Advisory Council – P&T Survey 2016

**From:** Archie Clutter

**Sent:** Saturday, June 11, 2016 12:39 PM

**To:** Larry Berger <[lberger2@unl.edu](mailto:lberger2@unl.edu)>; Phillip Miller <[pmiller1@unl.edu](mailto:pmiller1@unl.edu)>; Mark Balschweid <[mbalschweid2@unl.edu](mailto:mbalschweid2@unl.edu)>; Larry Van Tassell <[lvantassell2@unl.edu](mailto:lvantassell2@unl.edu)>; Roch Gaussoin <[rgaussoin1@unl.edu](mailto:rgaussoin1@unl.edu)>; Paul Black <[pblack2@unl.edu](mailto:pblack2@unl.edu)>; Mark Riley <[mriley3@unl.edu](mailto:mriley3@unl.edu)>; Gary Brewer <[gbrewer2@unl.edu](mailto:gbrewer2@unl.edu)>; Rolando Flores <[rolando.flores@unl.edu](mailto:rolando.flores@unl.edu)>; James Steadman <[jsteadman1@unl.edu](mailto:jsteadman1@unl.edu)>; John Carroll <[jcarroll2@unl.edu](mailto:jcarroll2@unl.edu)>; Bertrand Clarke <[bclarke3@unl.edu](mailto:bclarke3@unl.edu)>; Donald Reynolds <[dreynolds2@unl.edu](mailto:dreynolds2@unl.edu)>; Richard Bischoff <[rbischoff2@unl.edu](mailto:rbischoff2@unl.edu)>; Timothy Carr <[tcarr2@unl.edu](mailto:tcarr2@unl.edu)>; Michael James <[mjames2@unl.edu](mailto:mjames2@unl.edu)>

**Cc:** Steven Waller <[swaller1@unl.edu](mailto:swaller1@unl.edu)>; Charles Hibberd <[hibberd@unl.edu](mailto:hibberd@unl.edu)>; Marjorie Kostelnik <[mkostelnik2@unl.edu](mailto:mkostelnik2@unl.edu)>; Beth Doll <[bdoll2@unl.edu](mailto:bdoll2@unl.edu)>; Ron Yoder <[ryoder2@unl.edu](mailto:ryoder2@unl.edu)>; Prem Paul <[ppaul2@unl.edu](mailto:ppaul2@unl.edu)>

**Subject:** Follow up on Team Science

Dear Unit Leaders,

As follow up to the discussion of Team Science at our breakfast meeting earlier this spring, and of the initiative in this area being taken by the ARD Faculty Advisory Council, I am attaching the joint memo from the co-chairs and me, requesting that P/T Committees consider sharing best practices as a way of keeping the Institute-wide discussion of this topic moving forward. Importantly, the memo has been modified slightly from the draft that I shared with you at the breakfast, to indicate that the efforts of the Council will be aligned with any IANR-wide initiatives in this area (which we know will follow later this year).

Please share in your units as you determine appropriate.

Thanks,  
Archie

Archie C. Clutter, PhD  
Dean, Agricultural Research Division and  
Director, Nebraska Agricultural Experiment Station

# Committee on Teams

February 2017

Larry Van Tassell (Chair) Agricultural Economics

Tala Awada (Ex-officio)

Michael Hayes

Andrea Cupp

Dipti Dev

Leah Sandall

Jiri Adamec

Julie Peterson

Joe Luck

David Hyten Jr

Mary Drewnoski

Brad Lubben



# The charge of the IANR Committee on Teams

To address how IANR can **ascertain, evaluate and reward** interdisciplinary research, extension, and educational efforts.

Specifically:

1. How individual contributions to teams can be reported within our current reporting system;
2. How administration, Promotion and Tenure committees, and others can value and evaluate individual and leadership contributions;
3. How we can recognize/reward individual and leadership contributions.

**The committee recognizes the importance and value of both collaborative interdisciplinary work and individual programs.**

# Highlights from the Committee on Teams final report on moving forward!

## 1. How individual contributions to teams can be reported within our current reporting system

- Activity Insight (AI)
- Faculty members should identify formal/informal team based projects (R/E/T) in AI to receive credit.
- Written goals and responsibilities of team leader(s) and members should be reported in AI.
- A mechanism should be provided in AI to connect an individual's accomplishments and impacts to team project including scholarly output, grants, outreach, teaching and other activities.
- The individual faculty member is responsible for clearly identifying in their promotion and tenure dossier the team projects they participated in and their role in the associated outputs and impacts.
- Team leadership roles should be clearly identified.

## 2. How administration, Promotion and Tenure committees, and others can value and evaluate individual and leadership contributions

- Evaluation should be based upon expectations for team-based efforts, as outlined in faculty's position description
- Evaluators should recognize the **importance of team efforts** and realize the additional time required to address problems (e.g., team meetings, understanding other disciplines, etc.)
- Evaluators must recognize that **all contributions** to a team project are essential to the success of the project and should not be minimized
- All outputs (e.g., grants, publications, webpages, maps, models, patients, curriculum), as well as project impacts, should be reported and valued
- Effective team leadership roles should be valued and properly credited
- Team leaders or members **should not be** asked to evaluate each other
- Training on how to measure impact should be provided for teams



### 3. How to recognize/reward individual and leadership contributions

- Beyond annual salary raises, and awarding of promotion and tenure, successful teams can be rewarded through:
  - IANR Team Award (new)
  - Recognize team efforts at the end of the grant (for all members), not just when the grant is awarded
  - Award additional funding for successful teams
  - Award professional development opportunities for team members.

**Round Table Discussions Related to Interdisciplinary Graduate Students:**

- 1) Describe innovative components and provide examples of integrated graduate training programs that are needed in IANR to prepare a diverse student population for an academic career or a nontraditional career outside of academia.**

**innovative components**

- Applied workshops/management of human resources, budgeting for all new graduate students
- Intern/externships for grad credit/ 3-6 months outside or external to the university/ private and public sector
- Grantsmanship activities and leadership opportunities
- System-wide grants to support graduate student stipends
- Encourage mistakes and failure
- Lines provided to all faculty with research FTE
- Rotations/ Support first 2 years of PhD program to allow students to rotate and broaden their technical skills/need two advisors
- Classes in common/multiple disciplines
- A system of formal graduate recruitment program for all IANR departments; develop a core interdisciplinary graduate program that addresses fundamental principles in which students from across departments come together to interact
- Focused training experiences in project management, extension, teaching and curriculum,

# **Innovation in Graduation Education**

## *Enhancing Potential Career Paths Outside Academia*

### **Create Unique Opportunities with Private-Sector Partners**

- Build on existing and potential company partnerships in trans-disciplinary science
- Leverage Partnerships at Nebraska Innovation Campus
  - Provide participation in collaborative projects with companies
  - Provide opportunities for professional development training
    - Research Leaders
    - High Performance Teams
    - Project Management
    - Research Entrepreneurship

**Developing Multi-Institutional proposal to the  
Foundation for Food and Agriculture Research (FFAR)**

# Sherry Harsch-Porter, Ph.D.

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- PhD in Social Sciences, Masters in Human Resources, Bachelors in Business Administration.
- Corporate experience at AT&T/SBC Communications and Dupont.
- Positions in Finance, Information Technology, Corporate Development, International Marketing, Human Resources.
- Founded PorterBay Insight – leadership development consulting firm – in 2000.
- Teaches graduate-level courses in Executive Coaching; Leadership Skills for Women; Organizational Behavior; and Human Performance at Washington University in STL.
- Has designed and delivered leadership development programs for The American Society of Agronomy and the American Phytopathological Society.

## Rapid-Fire Sharing: Team Experiences

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- Up to 5 minutes per person
- Maximum of 3 slides
  - ✓ Summary of Research Goals
  - ✓ Describe 1 accomplishment your Team has experienced
  - ✓ Describe 1 challenge that your Team has experienced
- 3 sessions of 10-12 people
- Please use poster session/lunch/social for follow-up

