

NORTH DAKOTA STATE BOARD OF AGRICULTURAL RESEARCH AND EDUCATION MARCH 2, 2022 MEETING MINUTES | BISMARCK, ND

The State Board of Agricultural Research and Education met for a regular meeting on March 2, 2022. Present: Jim Bahm, Doug Bichler, Mark Birdsall, Dean Bresciani, John Dhuyvetter, Doug Goehring, Larry Hoffmann, Greg Lardy, Sarah Lovas, Mark Urquhart, Dean Wehri and Julie Zikmund. Present via Zoom: Lance Gulleeson. Absent: Rep. Tracy Boe, Sen. Jerry Klein

Chairman Lovas called the meeting to order at 8:32 a.m. She welcomed everyone in attendance and asked for introductions of the group.

Approval of February 9th Meeting Minutes.

MOTION: Larry Hoffmann made a motion to approve the February 9th meeting minutes as presented. Seconded by Jim Bahm. Motion carried.

Administrative Update from Dean Bresciani, President of NDSU

President Bresciani provided an update on NDSU. Dr. David Cook, new NDSU president, will start on July 1st; however, he will visit campus prior to that start date.

He advised that the new Peltier Complex is in the process of finalizing the design features. The more people in the facility, the better the understanding of agriculture in the state will be; it's a great educational opportunity – even for those not in agriculture.

Administrative Update from Greg Lardy, VP for Agricultural Affairs, Dean, Director, Director

Dr. Lardy also advised that the State Board of Higher Education (SBHE) named Dr. David Cook as the next President of NDSU. Dr. Cook served as the vice chancellor for public affairs and academic development at Kansas University in Lawrence. As President Bresciani stated, Dr. Cook will assume the role of the next NDSU President on July 1.

Dr. Frank Casey accepted the Associate Director of the N.D. Agricultural Experiment Station (AES) position, which will be effective as soon as an interim School of Natural Resource Sciences (SNRS) director is in place (April). Dr. Mike Ostlie accepted the Director of the Carrington Research Extension Center (REC) position effective Marcy 1. Dr. Guillermo Scaglia, the new Department of Animal Sciences Head, will start on March 31.

Ana Heilman-Morales has been hired to lead the Big Data group. Drs. Jane Schuh and Frank Casey will work together to help build out that big data piece.

The USDA NIFA civil rights review interview will wrap up this week. We will work to implement their recommendations.

An architect has been hired for the work at the Hettinger REC, Central Grasslands REC, Carrington REC and the DREC agronomy lab.

Funding raising for the Peltier Complex is just under \$15 million right now. The architects have a software program that allows people to do a virtual walk through of the building prior to construction.

Administrative Update from Lynette Flage, Associate Director NDSU Extension

Dr. Flage advised that there are searches for two of the five Extension multicounty program unit SBARE membership appointees; one in the NE and one in the SE quadrants of the state. The current NE representative is Julie Zikmund, who is eligible to run again. The search is being led

by Shana Forster, director of NCREC, as well as people in that region. Lance Gulleon is currently the SE region representative; however, his term is up and he will not be eligible to run again. The SE search is being led by Dena Kemmet, Central Extension District Director, as well as a search committee. Both deadlines are March 7.

The nomination process for two of the five Ag Coalition SBARE membership appointees is also taking place. Mark Birdsall's second term ended; therefore, a replacement is needed. Doug Bichler's first term ended; however, he is eligible to run again. The Ag Coalition is conducting these searches.

There are two positions open for recruitment to fill on a permanent basis, which are the Assistant Director Family and Community Wellness (interim Dr. Carrie Johnson) and the Center for 4-H Youth Development (interim Dr. LeAnn Skurupey). The Interim Assistant Director Agriculture and Ag Natural Resources search will start next week with Carrie Johnson interviewing applicants. The interim will serve for the next 5-6 months. The permanent search will begin in April, which will be chaired by Dr. Jane Schuh. The plan is to have an interim director in place while the search for the permanent replacement is conducted.

NCREC, integrated livestock specialist position is still open (located in Minot). Lynette is open to suggestions/ideas for recruiting for the position.

A social media specialist was hired to keep up with the web presence (not website). People are engaging, which indicates that social media has been effective. There are lots of options to join and learn through extension. We are investing in resources to make sure we are reaching as many people possible. The Ag Hub is continuing to be used, but there is a lot of information to sort through. The information is there, but it looks different; therefore, it takes time to get used to finding the information in the new location. Analytics are reviewed to determine what information is being looked at and what is not; therefore, it is important to keep information as current as possible. There may be information that needs to be updated; therefore, it will be reviewed to ensure it is still relevant and update to date, and a review date will be added to it.

Comments from Sarah Lovas, SBARE Chair

Chair Lovas thanked Dr. Lardy for his time and commitment on the NDSU Presidential search. She and Dr. Lardy delivered an SBARE report to interim Legislative Ag and Natural Resources committee and it went well (annual report on state of Ag Exp Station and Ext). She would like to invite that committee to NDSU in the spring or summer – get the individuals through the buildings to understand the challenges and the needs.

Chair Lovas reminded the board about the prioritization process and encouraged discussions on the bundles that were created for Extension, Agriculture Experiment Station (AES) and Capital Project. Another vote will take place and then discussion about whether or not to have cut lines.

Employee Retention – Dr. Lardy advised that due to the inflationary period we are in, the competition for talent during open searches has been a bit challenging - the competition is tough. We need to attract talent in a variety of ways. Salary is only one component of the equation to attract and retain talent. We need to create a culture where people feel comfortable, valued and included. Chair Lovas stated to show appreciation where you can and to call her with ideas on ways to show more of that to everyone.

Dr. Lardy mentioned that philosophically it is okay to have an employee move on to a position that is a promotion or something they have their heart set on because they will be a great ambassador for us in the future, and we want people to continue to grow; therefore, we should

celebrate the fact that we set them up for their next step. Both agencies need to continue to work on ways to attract and retain employees.

Prioritization Process / Initiative Bundles

Dr. Lardy reviewed the financial estimates added to each group as was ranked at the previous SBARE meeting. He worked with the Ag Budget Office in determining the amounts, and explained how they were determined.

Chair Lovas asked the Board if they wish to rank the priorities again or keep them as they were ranked at the previous meeting. She opened the floor to discussion.

MOTION: Jim Bahm made a motion to accept the extension bundles and ranking as they stand from the previous meeting. Seconded by Dean Bresciani. Motion passes.

After the initial discussions, Dave Ruhland handed out the ranking sheets including the dollar values so the board could again review the top initiatives/priorities, then prepare to vote or create cut lines.

Capital Projects

Chair Lovas asked if the board would like a cutline on the Capital Projects.

MOTION: John Dhuyvetter made a motion to remove the DREC feedlot request and move it to the deferred maintenance list; allowing Dr. Lardy the discretion to prioritize it within the deferred maintenance budget. Seconded by Dean Wehri. Motion Carried.

MOTION: Mark Urquhart made a motion to remove the Swine Unit Facilities and request to move it to the deferred maintenance list; allowing Dr. Greg Lardy the discretion to prioritize it within the deferred maintenance budget. Seconded by Dean Bresciani. Motion Carried.

MOTION: Dean Wehri made motion to leave the full list as presented (except the two items moved to deferred maintenance). Seconded by Mark Birdsall. Motion carried.

Agricultural Experiment Station

Chair Lovas asked if the board would like a cutline on the AES initiatives.

MOTION: Doug Bichler made motion to move forward with AES bundle list as it is presented. Seconded by Larry Hoffmann. Motion carried.

Extension

Chair Lovas asked if the board would like a cutline on the Extension Initiatives.

MOTION: Larry Hoffman made motion to leave the list as presented. Seconded by Mark Birdsall. Motion carried.

MOTION: Mark Birdsall made a motion to adjourn the meeting. Seconded by Jim Bahm. Motion carried.

Meeting adjourned 12:01 p.m.

*Respectfully submitted,
Melissa Schwengler*