

# Faculty Retreat



August 22<sup>nd</sup>, 2025

***IN OUR GRIT, OUR GLORY.***

- Working on new teaching loads for PoP
- Data Migration Project (more information with Jeff Bassford)
- Academic Planning Committee timeline
  - Working on budget reductions this Fall
  - FST will not be affected
- CCPE evaluation this year – we are okay – next evaluation in 2031
- Operational Strategic Initiatives (OSI)
- CASNR Enrollment (8/21/2025)
  - UG: 2,121 (2,157) – Retention 86.9% (87.2%)
  - Grad: 622 +60 PPVM (642 +57PPVM)
  - 6<sup>th</sup> day census – Sept 1





# Strategic Planning Update

STRAT



## Vision Statement

To be a Global Leader in Advancing Trans-disciplinary Approaches for Safe, Sustainable, and Healthy Foods through Innovative Research, Teaching, and Outreach.

# Mission Statement



To provide high-quality education and training to individuals preparing for careers in food science and technology in the food industry, academia, or government.

To conduct basic and applied research in food science and technology for the ultimate benefit of the food industry and consumers.

To provide assistance to the food industry through extension programs of the Department.



# Core Values

- Collaboration
- Adaptability
- Excellence
- Innovation
- Openness/transparency/respect/belongingness
- Integrity
- Expertise/relevance to Food Science
- Translational/Impactful
- Trust

Accountability  
Ownership

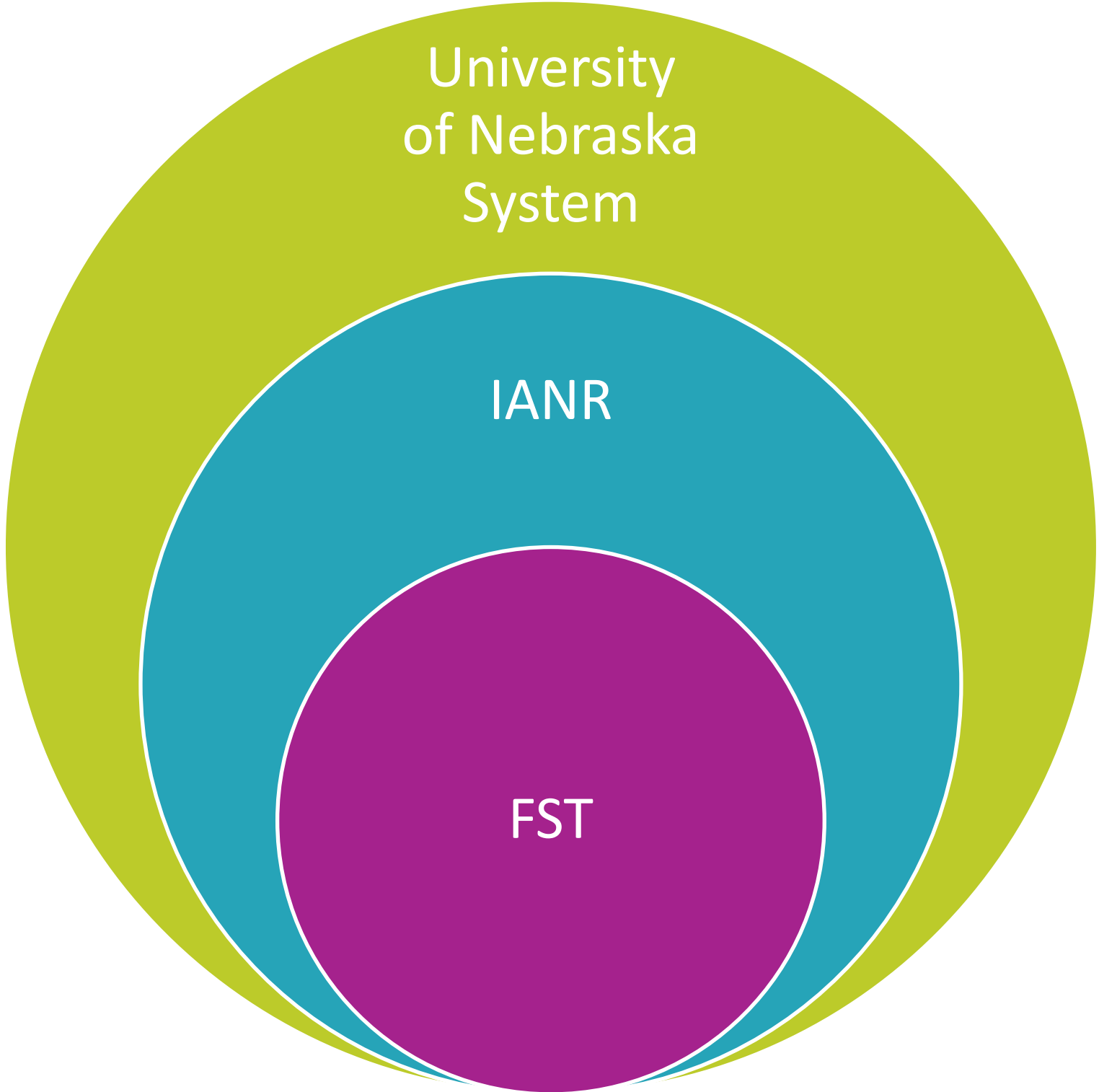


# Stakeholders

- Students  
(Current/Past/Future)
- Consumers
- Policy makers  
/regulators/public health  
authorities
- Food Business operators
- Influencers/Foodies
- Nebraskans (tax payers)
- Legislators
- Ag Industry/Commodity  
groups
- Standard developers
- Parents
- Philanthropists
- Funding agencies
- Health professionals



Alignment



Odyssey to Extraordinary

5 pillars

Extraordinary Teaching and Learning

Extraordinary Research and Creative Activity

Extraordinary Partnerships and Engagement

Extraordinary Culture and Environment

Extraordinary Stewardship and Effectiveness



What does  
**EXTRAORDINARY** mean?

Exceptional, intentional impact  
driven by unique strengths,  
innovation, and empowerment.

Going above and beyond expectations with consistency, initiative, and a drive for continuous improvement.

Creating a positive, open environment that fosters communication, collaboration, and synergy.

Empowering others and serving as inspiring role models, leveraging individuality and niche expertise to create global, social, and academic impact.

Recognizing the value of work/life balance, while also acknowledging the risks of burnout and the importance of realistic expectations.

Highlighting the power of serendipity, intentional effort, and being engaged in the moment to achieve extraordinary results.





## IANR Strategic Aims

Grow NE Ag. and Nat. Res. Ecosystems

Inspire NE and their communities

Nat. Res. Conservation

Foster and grow partnerships across the State

Strengthen NE Ag. System

Global leader in Sustainable and profitable Agri-food production systems

Populate the talent highway

Enhance the health and wellbeing of all Nebraskans

Revolutionize the use of ag. products for value-added commercial development

Prepare Nebraskans for the future work

## FST – Strategic Priorities

Driving Science-based Research and Policy

Increasing Impact by Leveraging Collaborations, Stakeholders, and Commercialization

Supporting Faculty Flexibility

Fostering Innovative, Multifaceted Education

Advancing Science-Based Communication and Decision-Making

Adapting to a Changing Food Environment





Spring 2024

- Revise P&T guidance for non-tenure faculty



Fall 2024

- Create a pre-health option



Spring 2025

- Recognize/encourage teamwork/effort research teaching – measure teamwork papers, teaching etc) – Additional information requested to Faculty for Annual Evaluations
- Include a “Service” section in the Additional Material requested by FST for Annual Evaluation

Completed tasks!





## Spring 2025



- Contact stakeholders of our department and create an advisory board
- Encourage Faculty to apply for awards
- Share strategic planning with Centers and Programs
- Market FST in all marketing materials for workshops and other activities performed by Centers/Programs
- Analyze teaching apportionment and re-distribute assignments as needed

## Summer 2025

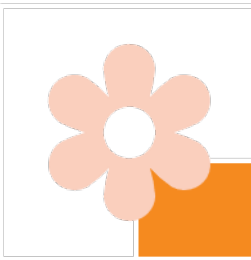


- Update website and social media accounts
- Formalize interaction with the Explore Center
- Food Chemist request to IANR SLT
- FST review of Centers/Programs related to alignment with FST
- Revise Faculty apportionment to reflect effort
- Review processing courses and modify accordingly
- Review health options and ensure that FS students are receiving appropriate curriculum to justify a food science degree

## Fall 2025

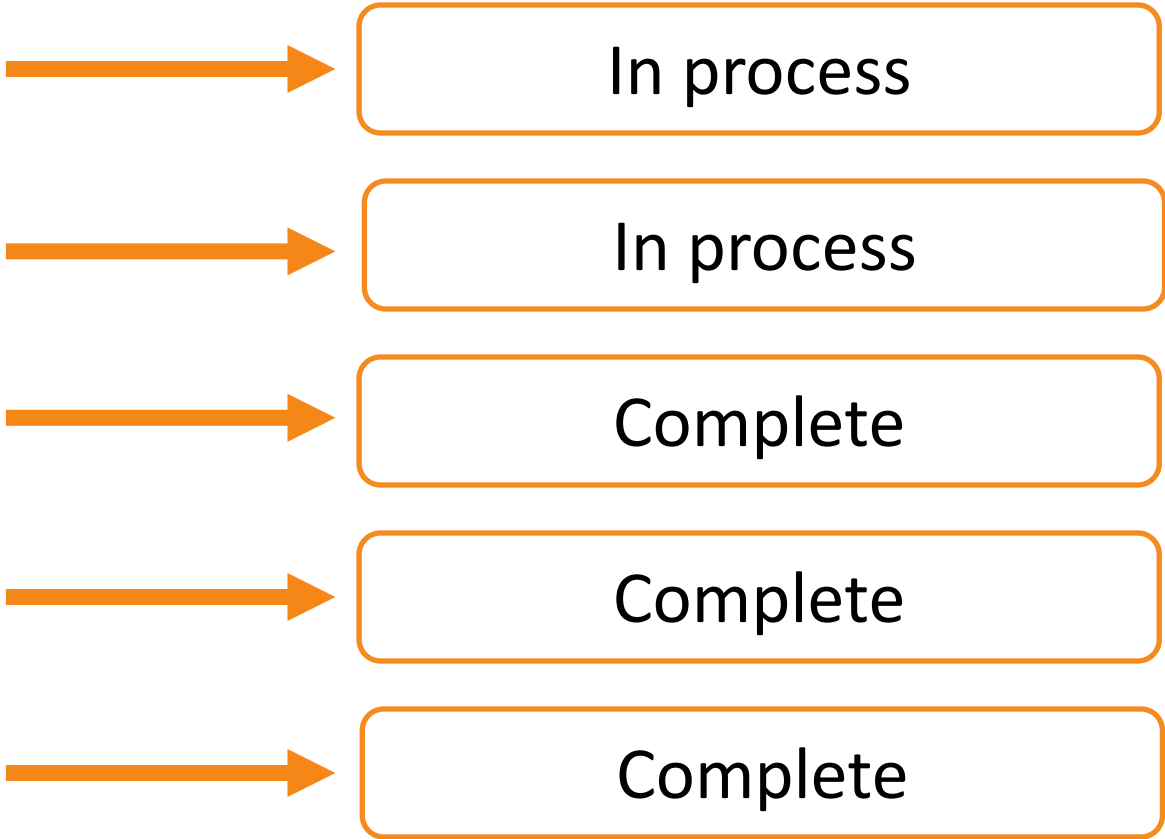


- Brainstorm with USDA Multistate Program for Department Heads about key research areas
- Create a spreadsheet with funding opportunities and deadlines and share with faculty
- Send a survey to faculty members about key research topics
- Encourage Teams HATCH projects/Create a report of how many HATCH projects are submitted in FST and how many are interdisciplinary.



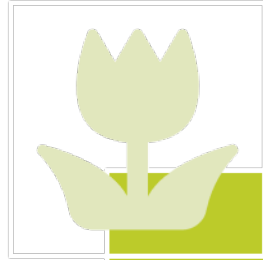
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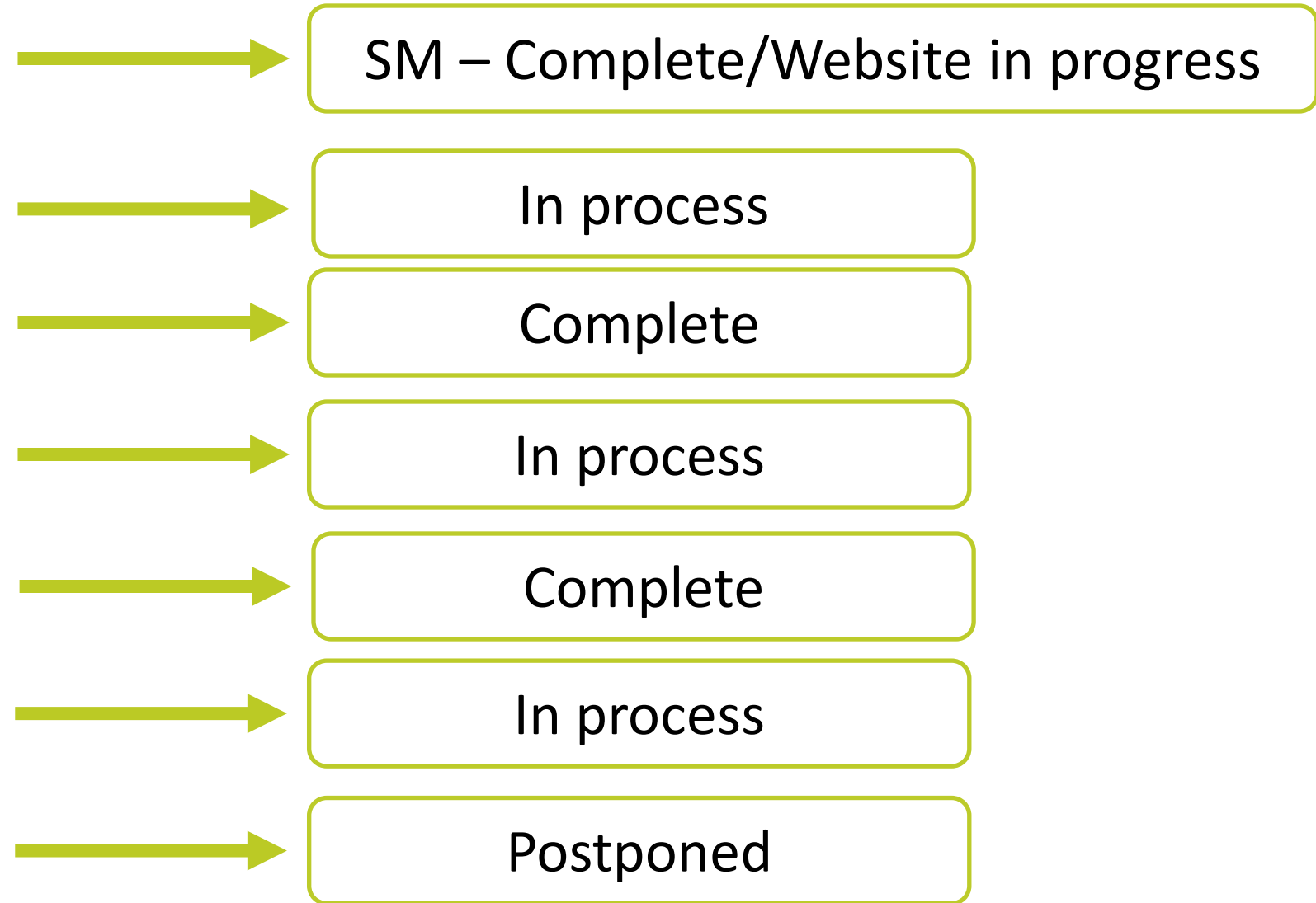




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## Contact and interact with Alumni

- Survey
- IFT Social
- 54 new contacts through LinkedIn

## Operational Strategic Initiatives

- Fermentation/Bioeconomy

## CFSA

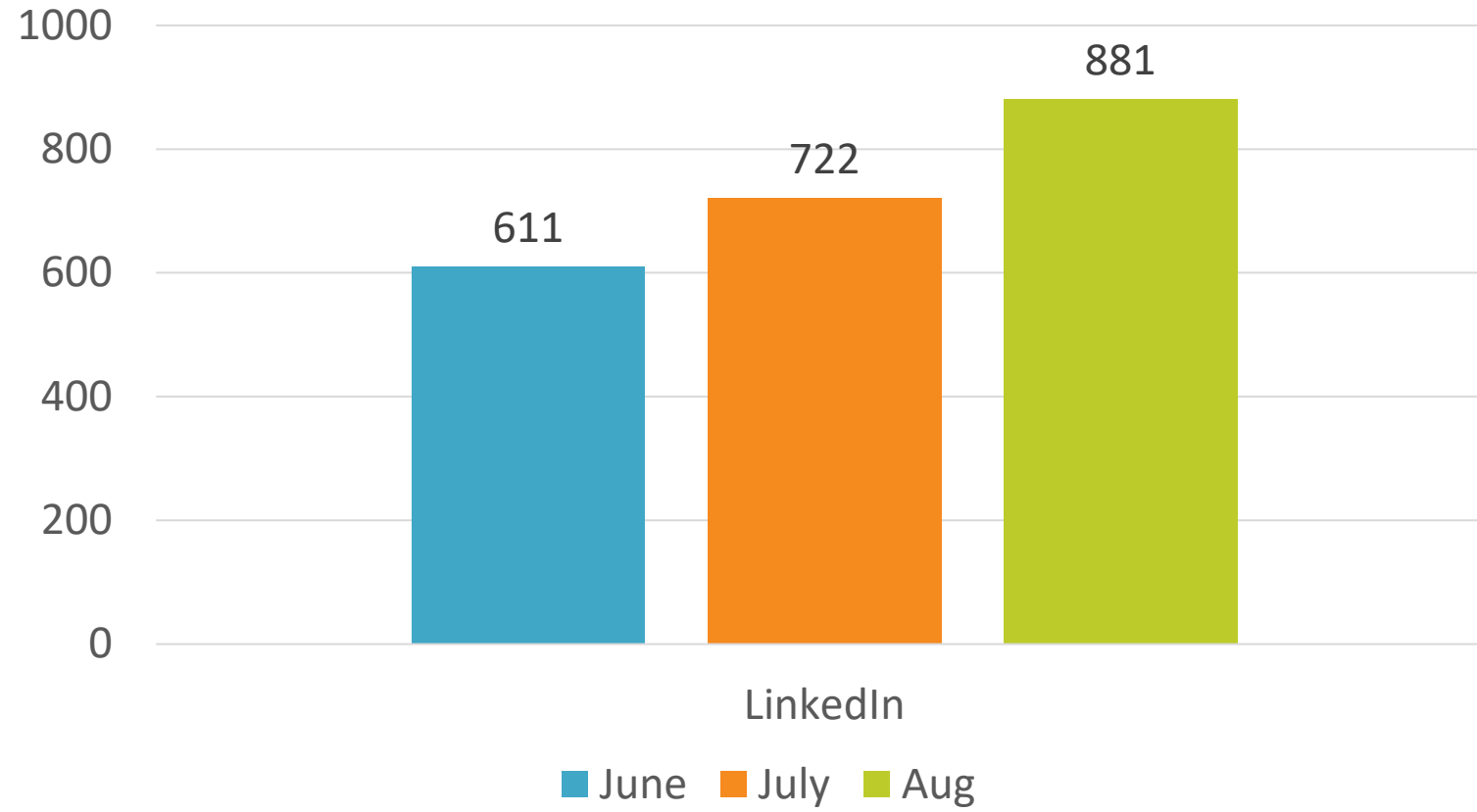
- Curriculum improvement – Fall 2025/Spring 2026?
  - AI and Data Systems
  - Science Communication and Consumer Understanding
  - Systems Thinking and Systems Leadership
  - Regulatory and Policy Literacy

## Network with Commodity Boards

- Corn
- Soybean
- NSDA



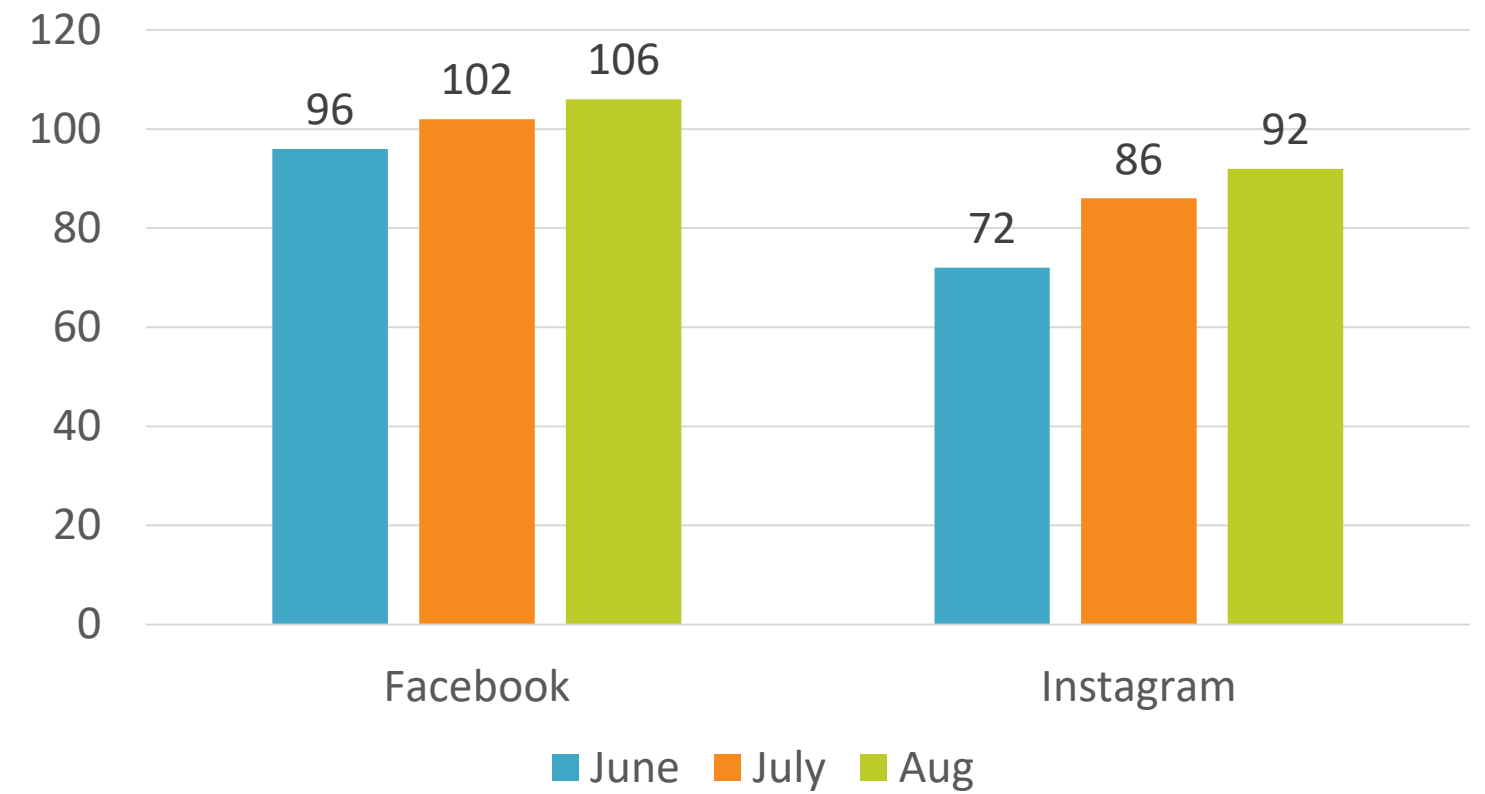
### Followers



### Social Media Update

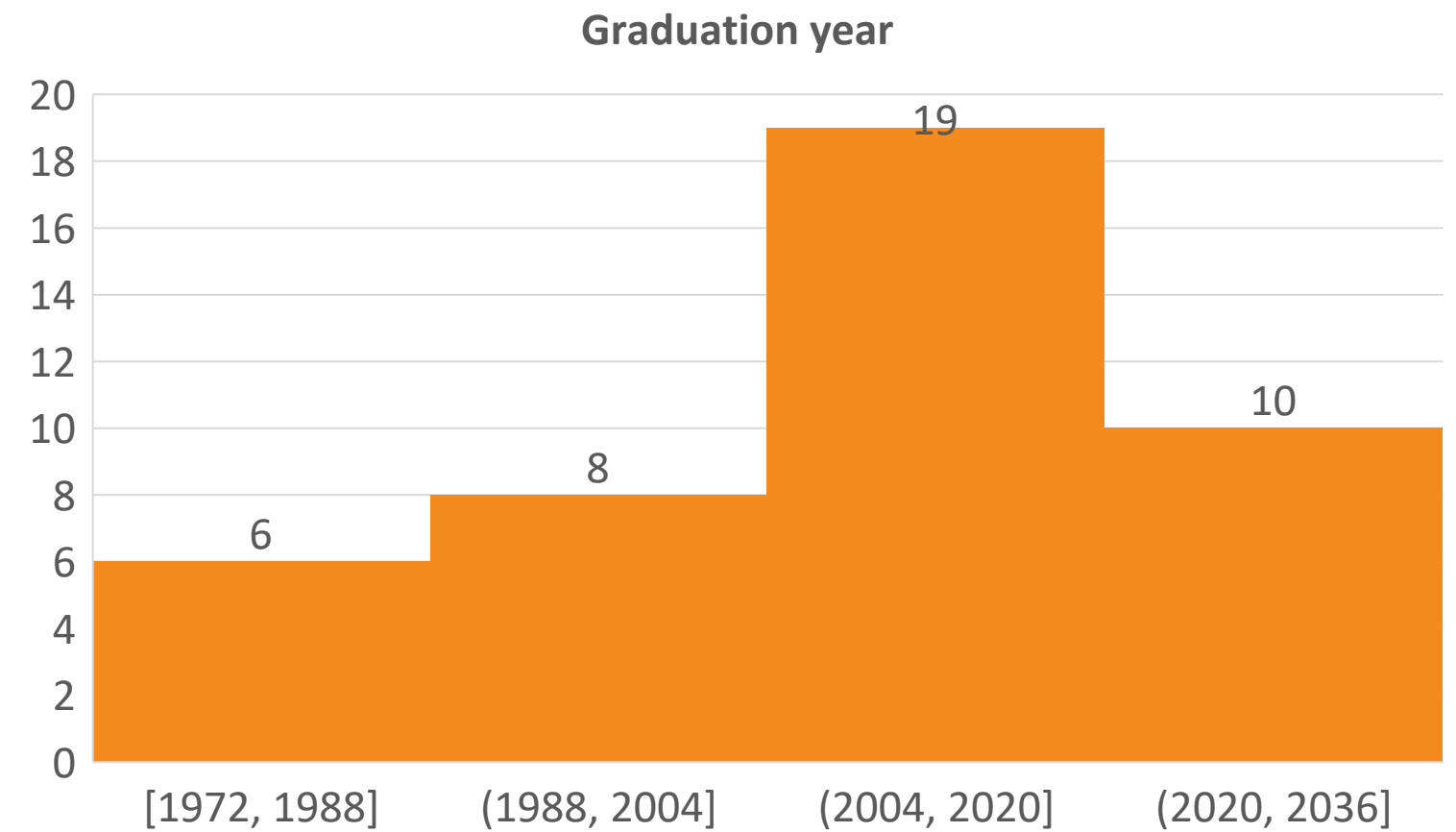
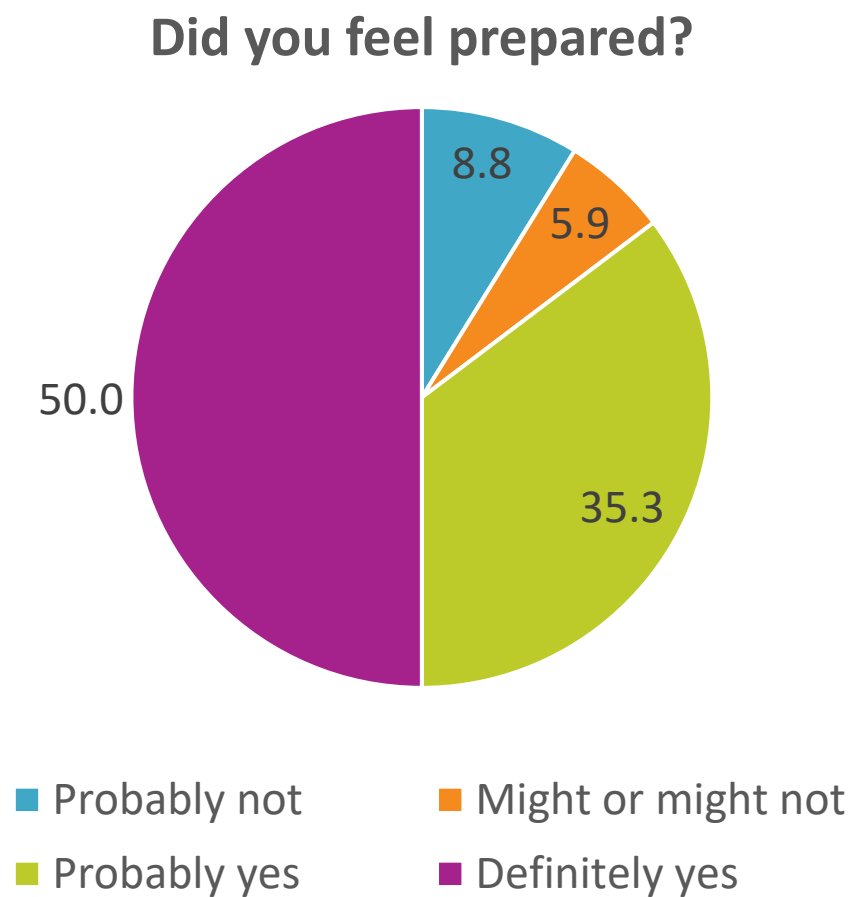
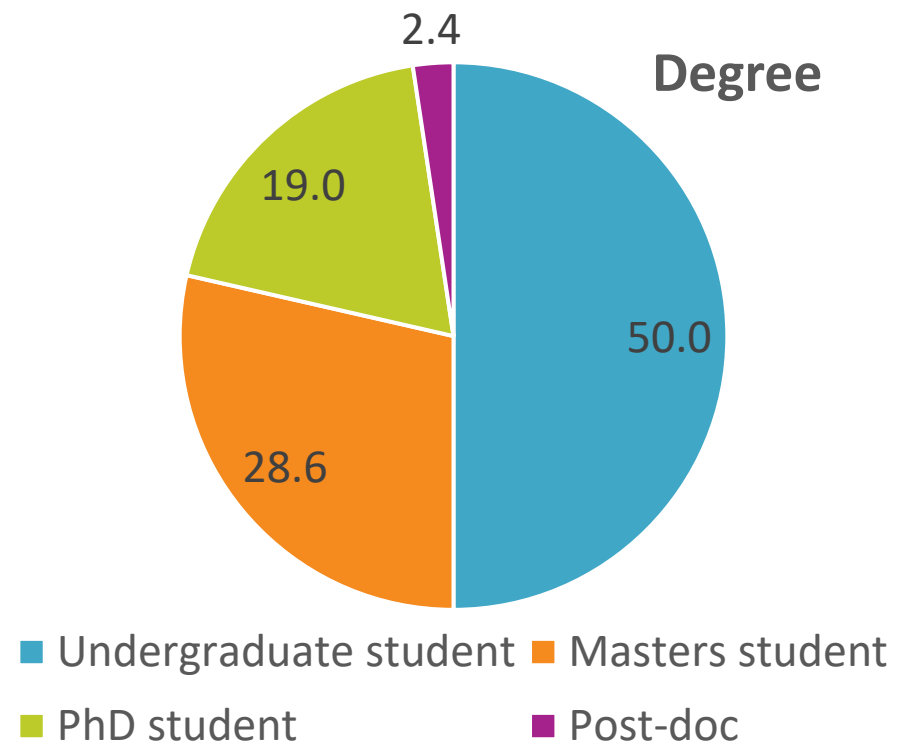


### Followers





# Alumni Survey



45 Responses

## Positive Feedback

Supportive and Accessible Faculty

Strong Sense of Community

Hands-on Learning and Facilities

Small Class Size and Individual Attention

Opportunities for Research and Career Preparation

Welcoming Environment and Diversity

Overall Experience



Limited Industry and Career Preparation

Access and Facilities

Curriculum and Course Structure

Research and Mentorship Gaps

Department Culture and Inclusion

Miscellaneous



Exceptional Faculty and Advisors

Broad Faculty Support

Accessible, relational, kind

Staff and TA related to labs and clubs



## Curriculum Improvement and Course Suggestions

Industry-relevant Skills and Application

Career Preparation and Industry Exposure

Broader and Cross-Disciplinary Learning

Research and Graduate Student Support

Modern and Technical Skills

Course/Topics Gaps



Food Microbiology

Food Safety and HACCP

Research and Lab Experience

Food Chemistry and Analysis

Sensory Evaluation and Statistics

Pilot Plant and Unit Operations



### Positive Experience

- Appreciation for faculty and staff
- Excellent facilities and resources
- Welcoming Environment

### Program Improvement

- Visit to manufacturing facilities
- More interaction with Alumni
- Real world applications and internships

### Alumni Engagement

- Formal Alumni-student mentorship

### Curriculum improvements

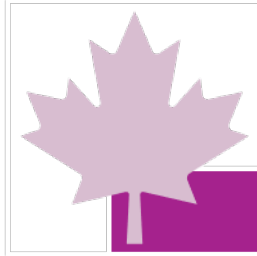
- Graduate-level courses
- Scientific communication
- Food policy and regulatory affairs
- Student guidance and advising

### Department Website and Communication





## Fall 2025



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## Fall 2025



- Contact stakeholders of the FPC and update their advisory board
- Create a spreadsheet with names of awards and submissions dates
- Survey stakeholders about the quality of graduates from our program (weaknesses and strengths)
- Encourage students to participate in internships – discuss strategy with Graduate Committee
- Meet with IANR Communication personnel and discuss regular highlights of FST (once a semester)
- Monitor number of students in minors and pre-health option

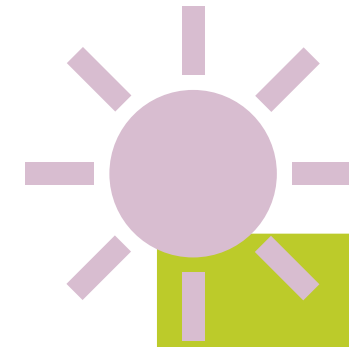


## Spring 2026



- Establish relationships with commodity boards (soybean, dairy, sorghum, etc.) – Invite them to join the Advisory board
- Analyze funding activities of other UNL units (Agronomy and Horticulture, Biosystems Engineering, Nutrition, Biochemistry) and compare with FST funding – Analyze the sources of funding and evaluate how can we increase our success rate of funding based on other unit's experience.
- Create on-line graduate programs (MS plan B, Undergraduate Certificates)
- Request Faculty to explain their contributions to Centers/programs
- Collect feedback from extension activities including: number of participants, revenue, profit, participants' experience
- Create Annual NL for emeriti and alumni

## Summer 2026



### Implementation

- Set up marketing material by Dairy Store (recruiting) – Increase visibility on East Campus



## Fall 2026



- Monitor number of students in minors and pre-health option
- Market analysis with industry input to determine what courses/certifications/programs are of interest to your stakeholders. Survey alumni, companies, etc.
- Revise requirements for graduate students – work with Graduate Committee
- Develop activities for undergraduate students to improve their communication skills
- Work on new Str Plan for APR2027

## Spring 2027



- Work on APR 2007
- New strategic plan

Implementation





## Recruiting



- Recruiting more domestic students rather than establishing new international partners

## Partnerships



- Brainstorm with internal and External Advisory Board - identify industry needs in certain research areas
- Establish relationship with commodity groups (dairy, sorghum, soybean, beer)

## Ongoing efforts

### Research



- Provide a summary of funding opportunities for faculty focusing on team-based submissions

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