

# DEPARTMENT OF AGRICULTURE and LIFE SCIENCES

## Tenured Faculty Review

April 24, 2014

Faculty Member: **Greg Andrews, Professor**  
County/Department: **Pierce County**

Program Responsibilities:  
**100% ANRE**  
**55% Agent**  
**45% Administrative Liaison  
and Team Coach**  
**Department Head 2010**  
**Co-Department Head 2011-14**

### Introduction:

As a prelude to the scholarship contributions described in this review I felt it was essential to briefly chronicle my changing professional roles and responsibilities which have evolved from 2010 to present. Following my last review by the Department of Agriculture and Life Sciences I was engaged in leading 2010 Wisconsin Farm Technology Days (WFTD) hosted in Pierce County. Later in this review document you will find scholarly contributions that emerged out of that experience. Concurrently in 2010, we implemented a shared department head model for a variety of reasons. First and foremost, the adjustment allowed me more time to focus on WFTD and it was intention on my part so as to assure leadership succession going forward.

During 2011-2014, I strived to maintain a high level of educational programming with measurable and meaningful impacts and outcomes. Beginning in 2011, several leadership opportunities were granted including: the Dean and Director appointment to the Inclusive Excellence Action Team, ANRE Director appointment as ANRE Team Coach, and my February 2013 appointment as one of two ANRE Administrative Liaisons (35%) and most recently an increase in that appointment to 45% time. As these transitions and responsibilities evolved and continue to evolve, I have remained committed to scholarly pursuits and contributions to our Department of Agriculture and Life Sciences and UW-Extension.

### Program Accomplishments and Impacts:

#### **Conservation of Natural Resources**

*Situation:* Diminished soil conservation practices leading to high soil erosion rates have occurred 2009-2012 according to the Pierce County Land Conservation transect survey and NRCS. Multiple factors have contributed including: excessive tillage, destruction of small grassed waterways, improper land rolling practices, land clearing, lack of contour farming, loss of alfalfa, and pasture conversion to cropland. Each and all factors are linked to a dramatic rise in commodity crop prices and profits and the expansion of larger farmers competing for cropland. From 2011-2013, ongoing efforts by Greg Andrews and the Pierce County Conservation Workgroup continued their educational efforts in soil conservation. This is an ongoing educational priority supported by the Pierce County Agriculture and Extension Education Committee.

*Response:* From 2011-2013 the depth and breadth of soil conservation educational programs was led by Greg Andrews and supported by: Pierce County Conservation Workgroup (UWEX, Land Conservation, NRCS, FSA) Amy Vandebroke-Pierce UW-Extension Ag. Educator, Ryan Sterry, UW-Extension State Specialists (Arriaga, Leverich, Kivlin, Cullen, Davis, Lauer, Panuska, Mitchell, and others) and Pierce County Conservation Farmers and Agri-professionals. In 2012-2014, multiple educational programs were successfully implemented including: publishing of the Successful Conservationist Newsletter (**Supplemental Information #1**) distributed to 2,350 county farmers and landowners, (2) Better Planting Clinics, Rocky Branch Sub-watershed Farmer-led Initiative, Conservation and Crop Management Field Day, No-Till Drill Program, 2013 WFTD-Barron County Educational Booth and Field Plots-Pros and Cons of Land Rolling, and the Pierce County No-Till Users Group Distance Educational series. The

opportunity to use our distance education studio has increased opportunities to collaborate and co-teach with State Specialists. Greg Andrews and Amy Vandebrake implemented and led an innovative educational booth at 2013 WFTD. As part of the ongoing agricultural leasing education Pierce County, Greg Andrews provided over 40 AgLease 101 forms and educational materials emphasizing landlord awareness and expectations for conservation practices as part of their lease arrangements. This is an innovative way to dual purpose educational materials for other programming goals.

*Results:* For the first time since 2009, indicators from the Pierce County Land Conservation data and observations from NRCS show an improvement in farmer's adoption and re-adoption of soil conservation practices and behaviors. In 2013, 658 acres of buffers and small grassed waterways were installed. Of those acres, nine miles of small grassed waterways were installed. A combined attendance at the educational events described reached 432 farmers and agri-professionals. One indicator of improved soil conservation is a decline in the number of conservation compliance complaints registered with Farm Service Agency. Our conclusion is that more farmers are following their conservation plans in 2013.

*Evidence:* The data collected by Land Conservation professionals logs the actual acreage and type of conservation practice in the no-till drill program. Post-field day conversations with 12 of 41 farmers attending the Conservation and Crop Management Field day found that each indicated they increased no-till and conservation-till practices leading to higher residue and lower soil erosion on their farms in 2013. Written survey evaluations among the Pierce County No-Till Users Group will be collected following the distance education (Google Hangouts) series to measure how the participants plan to adopt the practices and technologies for the 2014 growing season.

### **Agricultural Leasing Education**

*Situation:* The number one request for information from the Pierce County UW-Extension Office relates to Agricultural Leasing and Farmland Rental information. From 2011-2014, on average, Pierce County Farmers spent an estimated \$9.4 million per year on 65,000 acres of rented cropland. Competition for farmland leasing has dramatically increased in Pierce County due to increasing cash crop margins, expanding cash crop producers, expanding dairy farms and a significant increase in farmland rental interests from adjoining Minnesota farmers. Data on farmland rental at the county/town level is not collected by Agricultural Statistical Services. The North Central Farm Management Extension Committee now maintains a website with resources to support expanded Agricultural Leasing education. Since 1994, Greg Andrews has collected county level and township level farmland rental rate survey information.

*Response:* Each year in January 2011-2014, the Pierce County Farmland Rent Survey was sent to 550 landlords and tenants to collect accurate farmland rental rate data at the town level. The data for 2013 was compiled from 282 responses and the Pierce County Farmland Cash Rent Study (**Supplemental Information #2**) was published. The summary and other renting farm assets educational materials were utilized at local and area workshops, published on my website, distributed to agency and agro-professional partners. Individual landlord or tenant consultations in office or by phone and email were utilized. The information was also distributed via our Successful Conservationist newsletter. In 2012 four presentations using my Agricultural Leasing presentation (**Supplemental Information #3**) were made at the request of partnering agencies and civic organizations.

*Results:* Both tenants and landlords have benefitted from the Pierce County Farmland Rental Study. It provides research-based information for tenant and landlord negotiations. In 2013, 250 requests for the study were received. Of those requests, 44 of the requests led to office consultations among intra-family, trusts and estate decisions that concluded with satisfactory written lease agreements. Those decisions encompass 14,000 acres of cropland. The outcome of those decisions is that it maintains control of the acres within the farm family units. Ag. Star Financial reported that they routinely reference the study as they serve their agricultural borrowers and lending decisions. Pierce County Corporation Counsel also utilized the study to negotiate leases of county owned land to tenants. Agricultural lease forms from the Ag. Lease 101 website were utilized by many of the landlords I met with personally. As a result of this long-term educational program, many UW-Extension Agriculture Agents have replicated the survey and educational program tools. In 2012, Dunn County Agriculture Agent assembled elements of the toolkit and coordinated a Multi-county Northwest Wisconsin further expanding to regional and state impacts.

*Evidence:* From 2011-2013, the Renting Farm Assets post-workshops (Pierce locations) survey's (**Supplemental Information #4**) found that 94 percent of participants understand the linkages between land values and rental rates. Most indicated they intend to develop a lease that is fair to both parties in

terms of risk and reward and intend to develop a variable rate leasing contract. Most (78%) of the landlords and tenants gained knowledge and intended to utilize the information for informed decision-making and plans for negotiating and developing written leases that reflect fair value of land. I've maintained daily logs of calls, farm visits and office consultations to record the number of farms who utilized the study and the agricultural leasing resources.

### **Innovations of the BioEnergy and the BioEconomy Team**

*Situation:* The economic struggles and job loss in Wisconsin continued in 2010-2013. Competing economic forces of lower energy costs versus future needs for innovation made for a challenging period. While still a small part of the agricultural, forestry, and industrial sector, bioenergy production and new bioenergy facilities continue to be explored. UW-Extension-Cooperative Extension BioEnergy and the BioEconomy members continued with innovative educational, applied research and spearheaded or facilitated new public-private partnerships. BioEnergy is on the forefront of research efforts with the Wisconsin BioEnergy Initiative (WBI) and UW-Madison College of Agriculture. Outreach and Extension collaborations needed further development. And, professional training and cross-discipline sharing of research and information needed additional collaboration to most effectively and efficiently bring new technology to application.

*Response:* The team was co-led by David Liebl and Greg Andrews. The team is a cross-program area team effort. 21 active members of the team conducted programs and aided in the capacity-building of UW-Extension Cooperative Extension. David Liebl and myself developed a new project known as the BioEnergy Roundtables. Those roundtable meetings consisted of presentations by leading bioenergy researchers among the UW System and other stakeholder organizations. Three goals of the roundtables were: Professional Training, Building New Collaborations and Team Project Information Sharing. Team and individual successful projects were submitted in the UWEX PRS system for greater detail. A sampling of on-going projects included both campus specialists and county-based agents and educators. The Earth, Wind and Fire initiatives continued in Northwest Wisconsin led by Andrew Dane, Pete Kling and Bob Kazmierski. Those projects centered on educational programs and tours highlighting new community-based business development. Team and individual project responses include: BioEnergy Roundtable Meetings at UW-Madison led by David Liebl. Woody Biomass Research Trials led by Jason Fischbach; Ultra Small Scale Biodigester research, content development, presentations and consulting to industry by Vance Haugen; Green Valley Dairy anaerobic digester interpretive tour and presentations; BioEnergy and Climate Change presentations statewide by Pat Walsh; Development of the BioEnergy and Renewable Energy Community Assessment Toolkit by Sharon Lezberg; The Energy Independence, BioEnergy Generation and Environmental Sustainability Curriculum Development by Sharon Lezberg; BioEnergy Presentations were made to community groups and farm organizations by Greg Andrews; and Curriculum development for the USDA Biomass Crop Assistance Program (BCAP) was completed by Tim Baye and Troy Runge.

*Results/Evidence:* A new collaboration was formed among UW-Extension, UW-CALS and WBI with curriculum development for BCAP educational programs. While some of the larger scale projects have been put on hold in Ashland and Madison, the information and assistance from the BioEnergy Team will continue to bring research and innovation to an emerging BioEconomy. The volatility of energy costs will continue and this team will play a key role in helping to bring new bioenergy projects both small and large that will help Wisconsin create new jobs for new industries. As new economic measures are built in to the evaluation of our projects, the economic value of our teamwork will be assessed in the future.

### **2010 Pierce County Farm Technology Days**

Leadership Emerges from 2010 Pierce County Farm Technology Days

*Situation:* Pierce County hosted 2010 Wisconsin Farm Technology Days (FTD). Leadership development training of 13 executive committee and 42 committee co-chairs was a planned and purposeful series of activities. Greg Andrews, Executive Secretary developed a three part series of leadership presenters and their leadership curriculum.

*Response:* The leadership curriculum was presented during the 15 months leading up to the July 2010 event. The leadership series included: Leadership Tendencies presented by Greg Andrews, Executive

Secretary, Colors Training presented by Frank Ginther-Pierce County Youth Agent, and Everyday Leadership presented by Mark Alfuth, CFO-America Public Media Group. The leadership development journey also included skill building in communication and managing volunteers. Leadership skills were put to practice as part of planning activities and events leading up to 2010 FTD. These included: fundraising events, Legacy Farm and donor events, marketing and promotional events, WFTD Media Day, and committee meetings.

*Results:* The leadership development yielded 1,500 dedicated volunteers for 2010 FTD due to the leadership success of the 13 Executive Committee members and 42 Committee Co-Chairs. 50,000 attended 2010 WFTD. The leadership development framework and processes developed were replicated and adapted for WFTD in Marathon, Outagamie, Barron, and Dane Counties. In 2012, I was appointed to the WFTD Board of Directors Executive Committee Strategic Planning Committee by John Shutske, Chairman of the Board. The board selected me as a result of my forward thinking and change introduced during implementation and review of 2010 WFTD.

*Evidence:* Amidst their leadership development training and application, a pre-event leadership survey was conducted by Greg Andrews and Frank Ginther, Pierce County Youth Agent. The survey found that Executive Committee and Co-Chairs, and based on their WFTD experience and, in the future, 14 plan to chair a community committee, 3 will run for election to public office, 6 plan to run for or join a Board of Directors, 10 will pursue additional leadership training, 13 will take a leadership position at work, and 5 will pursue leadership in another way. In 2010 and post-event, the leaders for 2010 Pierce County WFTD have requested that a Leadership Academy be established in Pierce County by the UW-Extension Office. Clearly, the training and experience of leadership roles has built a legacy of leaders for the greater Pierce County Community of Western Wisconsin

#### Economic Impact of 2010 Pierce County Farm Technology Days

*Situation:* Pierce County developed and planned for 2010 Farm Technology Days (FTD) over a three year horizon 2007-2010. The event is an educational and commercial farm exposition that moves throughout Wisconsin. Local governments contribute to the event in numerous ways including both in-kind and cash contributions. Local elected officials wish to gain information in making decisions on whether to pursue (bid to host) the event. In addition, local fundraising efforts for the event had a goal of \$150,000 cash and \$200,000 in-kind from private and company donors. Both private and public stakeholders requested anticipated economic impact information for the greater Pierce County area. The statewide event was held in Pierce County in July 2010 at a host location 2 miles southeast of River Falls, WI.

*Response:* Greg Andrews, Executive Secretary interviewed Dr. David Trechter, UW-River Falls and UW-Extension Specialist for potential assistance. Dr. Trechter also serves as the Director of the UW-Rivers Survey Research Center. Other Community, Natural Resource and Economic Development (CNRED) educators were involved in the planning dialogue. Andrews worked closely with Dr. Trechter to develop the Pierce County Farm Technology Days-2010 Economic Impact Survey. Andrews secured a 50/50 funding partnership with the WFTD General Manager and the FTD Executive Committee to conduct the study. Dr. Steve Deller-UW Madison and CNRED Educators Pete Kling, Patricia Malone and Andrew Dane volunteered as survey interviewers at the event. The UW-River Falls Survey Research Center also contributed significantly to the study.

*Results:* The Economic Impact Report was released December 3, 2010. The results were provided to the next three counties (Marathon, Outagamie, and Barron) to aid in their planning, fundraising, volunteerism and community support. WFTD General Manager Ron Schuler also received a copy for the WFTD Board of Directors. The report was also provided to Pierce County Board Chair Paul Barkla and River Falls City Administrator Scot Simpson. Stakeholders and citizens of Pierce County learned that the event generated \$1.8 million in local economic impact. Additionally, the event induced 33 jobs and \$200,000 in additional local tax revenue. Direct expenditures during the two-days of the event were \$800,000. The fundraising goals for the event were surpassed and reached over \$215,000 in cash and 220,000 of in-kind support. \$125,000 in community grants and scholarships was distributed to 22 Pierce County organizations as a result of this successful event. The evidence-based data will provide much needed information for future and prospective counties interested in hosting FTD.

Evidence: The Pierce County Farm Technology Days 2010: Economic Impact Report was published on December 3, 2010. The audit of the 2010 Pierce County Farm Technology Days financial report provided the committed funds for community grants and scholarships awarded in 2011 and 2012.

## **Agriculture and Natural Resources Extension (ANRE) Administrative Leadership**

### 2013 ANRE Liaison Support

*Situation:* The Agriculture and Natural Resource Extension (ANRE) Program Director John Shutske and Associate Director Dave Williams initiated a search and screen committee to select one or more ANRE Program Area Liaison's to support the leadership and management functions for administrative, human resources, and program development among new and early career agent and educators. In March 2013 Greg Andrews-Pierce ANRE Agent and Barb Larson-Kenosha ANRE Horticulture Agent began their support roles as Co-ANRE Program Area Liaisons to support new agent and educator colleagues. Both liaisons serve as a 35 percent administrative appointment with jobshare appointments supporting their existing educational programs in their respective counties. The ANRE Liaison support roles included: communicating with existing and new funding partners, recruitment, screening, interviews, onboarding, great start, office visits, training via Google Hangouts and New ANRE Colleague Campus State Specialist Visits. During 2013 and unusually high number (16) of new ANRE county-based positions were filled. One of the ANRE new colleague best support practices is to connect new agent/educators with State Specialists.

*Response:* To build upon past New ANRE Colleague Campus State Specialist visits (NCCSSV), Greg Andrews with support from Barb Larson, Jennifer Lord, Dave Williams, John Shutske, Julie Scharm, and Lorre Kolb reviewed and re-designed the campus visit experiences for new colleagues. Two NCCSSV programs were implemented in 2013 (May and November) for new ANRE agent/educators. Providing two programs per year assures that new colleagues make important connections with State Specialists as their new career commences. The May NCCSSV included 6 new agent/educator colleagues and the November experience included 7 colleagues. Both the May and November visits were an extensive and fast-paced UW-Madison itinerary engaging new colleagues to 14 different campus departments or centers inclusive of 54 ANRE State Specialist interactions over both 2 day experience. With support from Liz Bosak in Moore Hall, I implemented Google Hangouts with ANRE State Specialists on the UW-River Falls and UW-Platteville campuses to be inclusive of State Specialist dialogues for non-Madison based State Specialists. This was the first innovative distance dialogue added to NCCSSV.

*Results:* The primary beneficiary of NCCSSV are new ANRE agent/educators who develop early and important connections and support networks with state specialists. NCCSSV also helped state specialists better understand the educational support needs of agent/educators and jumpstarted those shared workgroup linkages on various ANRE Teams. Numerous state specialists stated they felt their time was well invested by meeting new agent/educators. Further, they shared contact information, applied research and educational projects during the visits. All agent/educator participants responded to a post-NCCSSV written evaluation/questionnaire which I developed. The NCCSSV evaluation (**Supplemental Information #5**) was implemented to assess the value of the experience for ANRE agent/educators who attended and to make improvements for future NCCSSV attendees in 2014. All participants reported that the pre-visit communication and accommodations were both timely and helpful. 9 of 10 participants reported the itinerary was the right pace for learning. Several new colleagues reported that they were impressed with the time provided by state specialists was very informative. When asked what was most helpful, most responses identified the face to face interactions with state specialists. The least helpful aspect was when state specialists were absent but named and were told by state specialists present to visit their website. New colleagues were asked about incorporating a job shadowing with a state specialist or a more tailored campus visit. 5 of 10 participants would desire more time with state specialists who are best aligned with their training and expertise. The evaluation results guided my changes for the 2014 NCCSSV experiences now under development.

### ANRE Coaching Team

The ANRE Administrative Coaching Team has the primary responsibility to advise and facilitate the work of self-directed teams. Coaches collaborate with team co-leaders to guide team planning and

reporting. As a member of the coaching team I have encouraged the ANRE Program Director and Associate Director to seek and utilize the coaching team for administrative ideas and counsel. In 2013, I asked Director Shutske and Dave Williams to create a Team Coaches and Co-Leaders Seminar which commenced on March 24, 2014. As a result of the seminar, several priorities were identified including: re-organizing professional development and training processes, re-commitment to team plans of work, website re-design and the goal to revise the ANRE Leaders Guide. As principle editor for the leaders guide, the guide is now in version 8 and is now ready for review by the Team Coaches, Co-Leaders and Directors. The leaders guide's purpose is to help ANRE faculty and academic staff understand the roles of coaches, co-leaders and members of our self-directed teams.

### **County Department Head, Shared Leadership and Succession**

In 2010, I served as the sole county department head with the responsibility for leading the administrative functions for our county office team. At that time I also served as Executive Secretary for 2010 WFTD-Pierce County. With a strong shared leadership culture in place in our office, I invited Frank Ginther, 4H Youth Development Agent and Lori Zierl, Family Living Agent to join me in the development of a shared department head model. The shared arrangement was intentional on my part so as to cultivate and mentor my colleagues in the department head roles and responsibilities. As I have reflected on shared arrangement's progress and progress yet to come, the succession of leadership is vitally important to the success of our office team, our strong funding partnerships with Pierce County and the clientele we serve.

Teamwork – Within UW-Extension and with External Partners:

Co-Leader, Joint ANRE/CNRED BioEnergy and the BioEconomy Team  
 Co-Leader, UW-Extension New Orleans Multicultural Immersion Project  
 Department of Ag./Ag. Business (4) Mentor Teams Served  
 Annual Western Wisconsin Ag. Leaders Conference Planning Team 2010-2013  
 Pierce County Conservation Workgroup-Pierce County 2010-Present  
 Pierce County Radiological Team-Agriculture Team Leader  
 Pierce County Dairy Promotion Committee Educational Advisor

Contributions to the Profession/University:

### **The University**

Agriculture and Natural Resource Extension Program Area	
ANRE Administrative Liaison	2013 – present
ANRE Team Coach-Grains, Forage, BioEnergy and BioEconomy Teams	2011 – present
F.A.R.M. Team – member	2002 - present
Grains Team - member	2002 - present
BioEnergy and the BioEconomy Team – Co-Leader	2007- 2013
ANRE Conference Planning Committee	2012
Community, Natural Resource and Economic Development Program Area	
Political Effectiveness Workgroup	2010 - 2012
UW-Extension Cooperative Extension-Department of Agriculture/Agribusiness	
Mentor	2010-2013
UW-Extension Cooperative Extension	
Recording and Reporting Results Task Force	2014
Civil Rights Days Reviewer (7 counties served)	2011-2013
Inclusive Excellence Action Team	2011-2012
Co-Leader, UW-Extension Multicultural Awareness Program Experience in New Orleans, LA	2007 - 2010

## The Profession

Organization	Status	Year(s)
Wisconsin Association of County Agriculture Agents	Member	1985 - present
· NACAA AMPIC 2015 South Dakota	Life Member Committee	2013 - present

Applied Research/Publications:

Annual Pierce County Farmland Cash Rent Study

Case Study and Interactive Narratives

Production and Environmental Implications of Land Rolling in Corn-2014

Professional Development (past five years):

### PROFESSIONAL IMPROVEMENT

EVENT	SPONSOR	DATE ATTENDED	DAYS ATTENDED
Wisconsin Crop Management Conference	WCMA and UW-Extension	Annually in January	2
State and District Wisconsin Associated County Extension Committees Conferences	WACEC and UW-Extension	Both Annually	2-3
Joint Council of Extension Professionals	JCEP	Annually in Spring	2-3
Pest Management Update Meeting	UW-Extension	Annually in November	1
Soil and Water Management/Fertilizer Dealer Meeting	UW-Extension	Annually in December	1
Agronomy Seed Update Meeting	UW-Extension	Annually in January	1
Wisconsin Regional Corn Conference	Wisconsin Corn Growers Association and UW-Extension	Annually in January	1
Wisconsin Area Soybean Conference	Wisconsin Soybean Growers and UW-Extension	Annually in January	1
UW-Weed Science Field Day	UW-Extension	Annually in July	1
National Association of County Agriculture Agents Professional Improvement Conference (13) attended	NACAA	Annually in Summer	5
Western Wisconsin Ag. Lenders Conference	UW-Extension	Annually in January	1
Northwest Region Department Head In-Service	UW-Extension	Bi-annually	6
County Leadership Development Conference	UW-Extension	Annually in March	1
National Multicultural Institute Diversity Leadership Conference-Washington D.C.	NMCI	November, 2010	5
Human Resource Development Training	UW-Extension	April, 2012	1
Pierce County Personnel Policy Training	Pierce County	August, 2012	1

Future Plans for Professional Improvement:

(See Separate Sheet)

## Additional Programs and Awards

### Grants and Funding (\*includes budget management)

<u>Project Title/Subject Area</u>	<u>Duration</u>	<u>Source</u>	<u>Total Funds</u>
CERANR BioEnergy Project: Recommending Public Policy and Defining Risks – National BioEnergy curricula- collaborator with Dr. Sharon Lezberg	2007- 2013	Consortium on Education and Research in Agriculture and Natural Resources	\$62,000
Wisconsin Farm Technology Days 2010	2008-2010	Pierce County	\$20,000*
-Investment Start-up Fund -Marketing Coordinator Fund	2009-2010		\$24,500*
Pierce County Dairy Promotion Committee-WMMB Grant	1990 - present	Wisconsin Milk Marketing Board	\$42,500*

### Awards

UW-Extension Northwest Regional Director Finalist	2013
UW-Extension ANRE Outstanding Agent Award	2011
Pierce County Economic Development Corporation Service Award	2011
NACAA Distinguished Service Award	2011
WACAA Distinguished Service Award	2011

### Future Program Directions

With numerous leadership roles, responsibilities and developing opportunities to serve ANRE and UW-Extension, my focus will be to support and cultivate more capacity for local and regional programming with my Jobshare Amy VanDeBrake-Pierce County Agriculture Educator. We (Ryan Sterry, Amy VanDeBrake and myself) conducted agricultural focus groups for both Agronomy stakeholders and Dairy and Livestock stakeholders. The critical analysis of the focus group findings is underway. Those educational needs assessments will guide our individual and collective programming ahead. I will continue to advance the soil conservation education priority through an applied research project Production and Environmental Implications of Land Rolling in Corn-Badger Plot in 2014 and 2015.

There is significant transition from high commodity prices for corn and soybeans to a new price plateau which is straining profitability. The Agricultural Leasing education and the Pierce County Farmland Cash Rent Study will continue through that transition. As part of my agronomy programming, remote sensing and drone use and precision agriculture technologies will likely be educational topics in the near future.

I have embraced distance education with the use of the distance education equipment I procured from the Chancellor's Office. In 2013-2014 we conducted 6 distance educational programs including the formation of the Pierce County No-Till Users roundtable events. That group is seeking additional educational and networking opportunities.

Due to the changes in ANRE Leadership, interim Program Director Co-Leaders and increase Liaison responsibilities, I will need to temporarily increase my administrative time and attention to the ANRE Program Area in 2014. I believe I have found a good balance between the administrative role/s and my educational-scholarship commitments.