



2022 ESCOP Meeting Agenda
July 20, 2022 (8:00 am - 12:00 p.m. ET)
Hampton Ballroom
Omni Shoreham Hotel, Washington D.C.

Time	Agenda Item	Topic and Presenter(s)
8.00 a.m.	1.0	Call to Order – Chris Pritsos, ESCOP Chair <ul style="list-style-type: none"> • Approval of Agenda • Approval of Minutes (July 20, 2021) • Interim Actions and Appointments
8:30 a.m.	2.0	DC Visits by the Chair – Chris Pritsos
8:40 a.m.	3.0	Budget Status Report – Chris Pritsos
8:50 a.m.	4.0	Ag Research Infrastructure – Moses Kairo/Alton Thompson
9:10 a.m.	5.0	Foundation Concept – Chris Pritsos
9:40 a.m.	6.0	CMC Status Report – JF Meullenet/Rick Rhodes
9:55 a.m.	7.0	NIDB Status Report – Rick Rhodes
10:10 a.m.	8.0	Brand and Digital Marketing Progress Report – Erica Mirich
11:00 a.m.	9.0	BLC Status Report – Glenda Humiston/Jeff Jacobsen
11:10 a.m.	10.0	DCC Status Report – Henry Fadamiro/Rick Rhodes
11:20 a.m.	11.0	STC Status Report – Bernie Engel/Bret Hess
11:30 a.m.	12.0	NRSP-RC Report – Mark McGuire/Bret Hess
11:40 a.m.	13.0	BAA Policy Board of Directors Report – Mark McGuire/Marty Draper/Gary Thompson
11:50 a.m.	14.0	LEAD21 Board Representation – Chris Pritsos/Bret Hess
11:55 a.m.	15.0	2022 ESS Meeting – Matt Wilson/Rick Rhodes
12:00 p.m.	16.0	Final Remarks and Adjourn – Chris Pritsos



ESCOP Committee Meeting Minutes

<http://escop.info/committee/the-escop-committee/>

July 20, 2021 (12:30 – 2:17 p.m. EDT)

In attendance: Moses Kairo (UMES - Chair), Alton Thompson (Executive Vice-Chair), David Leibovitz (NERA - recorder), Ami Smith, Andrea Putman, Archie Clutter, Bill Hoffman, Blair Siegfried, Bob Godfrey, Bret Hess, Brunetta Dillard, Carrie Castille, Chris Davies, Chris Pritsos, Conrad Bonsi, Doug Steele, Faith Peppers, Gary Thompson, George Smith, German Bollero, Glenda Humiston, Greg Cuomo, Jan Nyrop, Jeff Jacobsen, Jennifer Tippetts, Jody Jellison, John Talbott, John Yang, Jose Toledo, Karla Trautman, Katie Frazier, Maggie Earle, Marikis Alvarez, Mark Hutton, Mark McGuire, Martin Draper, Matthew Wilson, Mohamed Ahmedna, Nick Gawel, Orlando McMeans, Parag Chitnis, Rick Rhodes, Saied Mostaghimi, Shirley Hyman-Parker, Suzette Robinson, Vernon Jones, Wes Burger, Keith Coble, Richard Rush, Vernie Hubert, Hunt Shipman, Jim Richards, Chris Hamilton, and Ralph Noble

Agenda Item	Topic and Presenter(s)
1.0	<p><i>Call to Order – Moses T. Kairo, ESCOP Chair</i></p> <ul style="list-style-type: none"> • Approval of Agenda <ul style="list-style-type: none"> ○ The agenda was approved by unanimous acclamation. • Approval of Minutes (February 25, 2021) <ul style="list-style-type: none"> ○ The minutes of February 25, 2021 were approved by unanimous acclamation. • Chair’s Interim Actions report <ul style="list-style-type: none"> ○ By a majority vote of the ESS membership, Wendie Cohick (Rutgers) was elected as ESS representative on the Communications and Marketing Committee. ○ ESCOP Executive Committee approved a proposal to contract communications professionals to enhance messaging of ESS outputs, impacts, and accomplishments. ○ On behalf of ESCOP, Moses Kairo along with the regional Executive Directors submitted a response to NIFA’s listening session on the FY23 Budget. ○ New advocacy RFP committee appointees were named: Steve Lommel (South) and George Smith (North Central) ○ Gary Thompson was appointed as liaison to FACA (Food and Agriculture Climate Alliance) ○ Martin Draper (North Central) was appointed to the NIPMCC ○ Moses Kairo endorsed letters to the White House and ranking members of Congress seeking support for increased agricultural research funding. ○ ESS signed on to a letter to USDA Secretary Thomas Vilsack to congratulate him on his appointment and call for his support of capacity programs at LGUs.
2.0	<p><i>NIFA Report – Carrie Castille, NIFA Director</i></p> <ul style="list-style-type: none"> • 220 staff are on board at NIFA, 50 more hires anticipated by September 30 • Michael Mathews from USDA Rural Development has been appointed as liaison to Minority Serving Institutions. • Megan O’Rourke was appointed as National Science Liaison for Climate Change, Brent Elrod was appointed as National Science Liaison for 4-H and Economic Recovery. • NIFA is on pause for any travel beyond local travel, through at least October 1. NIFA will remain on 100% telework until then.

	<ul style="list-style-type: none"> Carrie has met monthly with the regional Executive Directors to discuss priorities and areas in need of improvement at NIFA. NIFA will be speaking to the Joint COPS attendees in an expanded format this Wednesday 7/21.
3.0	<p><i>APLU Update – Doug Steele</i></p> <ul style="list-style-type: none"> Doug thanked the Communications and Marketing Committee, calling out their recent work with Forbes-Tate Partners as having a successful start. CARET Chair Bob Frazee and the CARET Strategic Task Force are developing some new materials to be released in the next few weeks, the section is asked to stay tuned for that release. Caron Gala has been named Executive Director of CARET, Florencia Drumwright will serve as the Administrative Support staff for CARET. Advocacy RFP Working Group is on its last version of a draft RFP to go public this month after a review by the Policy Board of Directors at Joint COPS. Doug is assembling a small working group to discuss the role of public and Land-grant universities in a response to the effects of climate change.
4.0	<p><i>Agricultural Research Infrastructure Advocacy– Alton Thompson and Jeff Jacobsen</i></p> <ul style="list-style-type: none"> Champion legislators in both the House (Plaskett-D-VI, Panetta-D-CA, Schreier-D-WA, Adams-D-NC) and Senate (Klobuchar-D-MN, Hirono-D-HI) are supportive of the \$11.5B ask for agricultural research funding. ARIA committee continues to meet regularly and engage with the Rebuild Rural Coalition and the Food and Agricultural Climate Alliance. At least one Republican legislator, congresswoman Letlow (R-LA), appears to be on board in support of the ARIA ask. Ongoing discussions are underway seeking her expression of support.
5.0	<p><i>Cornerstone Report – Jim Richards, Hunt Shipman, Vernie Hubert, Maggie Earle</i></p> <ul style="list-style-type: none"> FY 2022 Appropriations/Annual Budget <ul style="list-style-type: none"> Agriculture Bill includes increases for BAC priorities (primarily AFRI, Evans-Allen) House Appropriations (Minibus) bills will be on the floor of congress next week. Amendments are being filed to that bill with a deadline of 7/21. Committee on Legislation and Policy <ul style="list-style-type: none"> CLP Chair Marshall Stewart distributed a memo with timelines and a survey to be distributed on the Farm Bill. Participation in the survey is encouraged from all BAA sections: 1862, 1890, 1994, research, extension, academic programs, administrative heads. CLP focuses on language in the Farm Bill, BAC focuses on appropriations. Responses to the survey will be compiled and sent to CLP members for discussion. Glenda Humiston is the ESS CLP rep. The research EDs will meet Monday 7/26 to refine to the process. Next week, expect to hear more about the Farm Bill Survey.
6.0	<p><i>BLC Report – Glenda Humiston and Jeff Jacobsen</i></p> <ul style="list-style-type: none"> BLC meets monthly, call notes are posted on the ESCOP website BLC page: http://escop.info/committee/blc/ BLC and APLU are discussing how ESS can be a major player in climate smart agriculture, this is a priority area for the section. Advocacy materials are posted on the http://Land-grant.org website. A report on the BLC Finance Committee is enclosed in the committee agenda brief.
7.0	<p><i>National Impact Database Report – Karla Trautman, Steve Loring and German Bollero</i></p> <ul style="list-style-type: none"> An agenda brief was enclosed, including a report from the committee and an ask to the section. NIDBC was established in 2014 to advise ESCOP and ECOP on the use of the National Land-grant Impacts Database. The NIDBC leadership is seeking ESCOP’s approval to move the current joint standing committee to a subcommittee of the Communications and Marketing Committee. Should the ask be approved, a one-year transition period would be granted to the NIDBC. Following a vote, the NIDBC ask was approved by ESCOP membership.

8.0	<p><i>CMC Report – Karla Trautman, JF Meullenet, and Rick Rhodes</i></p> <ul style="list-style-type: none"> • CMC took on a strategic planning process led by Forbes-Tate Partners. • Two outcomes from strategic planning: development of a strategic communications roadmap, and appointment of an BAA Assistant Vice President, Communications and External Partnerships: Andrea Putman. • Andrea Putman greeted the committee: she looks forward to building upon the CMC’s work, and building strong relationships with communications Directors and ESS external partners. • Strategic Roadmap provides a monthly calendar of events for use by university communicators in social media messaging campaigns. • Rick Rhodes (rchrhodes@uri.edu) manages a list of BAA institutional ag communicators, please contact Rick if you need to make changes to your institution’s entries on the list. • The CMC recommends reorganization to become a standing committee of the BAA. This is on the agenda for approval by the Policy Board of Directors this week. • Per the recommendations of the strategic planning process, the CMC is considering changes to the composition of the committee’s membership • Changes to CMC membership and appointment of NIDB as a subcommittee of the CMC would happen after an affirmative vote by the Policy Board of Directors to reposition the committee as a standing committee of the BAA.
9.0	<p><i>CARET Liaison Report – Katie Frazier, Farm Credit of the Virginias</i></p> <ul style="list-style-type: none"> • CARET is excited to work with new Executive Director Caron Gala. • Updates to the CARET Strategic Plan will hopefully be finalized this Friday 7/23. • CARET representatives are asked to report on offices visited on Capitol hill and provide requests to APLU on priority areas to support.
10.0	<p><i>ESCOP Committee Reports</i></p> <ul style="list-style-type: none"> • PBD Report – Mark McGuire and Gary Thompson <ul style="list-style-type: none"> ○ PBD discussed and supports the unified ask approach. ○ PBD will be voting on changes to the Communications and Marketing Committee, to reposition as a standing committee of the BAA. • STC Report – Jody Jellison and Bret Hess (http://escop.info/committee/stc/) <ul style="list-style-type: none"> ○ The STC is recommending a subtle recalculation of points in the criteria for evaluating Excellence in Multistate Research award nominees. ○ All voting members of ESCOP were asked to vote on this recommendation and it was approved by ESCOP membership. • DCC Report – John Dieffenbacher-Krall and Rick Rhodes <ul style="list-style-type: none"> ○ A new DCC Call to Action (enclosed in agenda brief) was issued to ESS Directors. ○ A motion to adopt the DCC’s call to action was introduced by Rick Rhodes, seconded by Shirley Hymon-Parker, and approved unanimously by ESCOP membership.
11.0	<p>Fall ESS Workshop, Olympic Valley, CA (September 27-30, 2021) – Chris Pritsos and Bret Hess</p> <ul style="list-style-type: none"> • Theme of the meeting is “Disruptive Innovation” • A meeting announcement was enclosed in the set of materials for today’s meeting. • Registration is available now for attendees and guests at separate rates. • Washoe Tribal representatives will deliver a presentation on the history of the meeting site. • The ESS Awards Session will include both Diversity and Inclusion awards as well as the ESS Excellence in Leadership and Multistate Research awardees. • Visit the 2021 ESS Meeting website (http://escop.info/ess-2021/) for details about meeting sessions.
	<p>The meeting adjourned at 2:17 pm EDT.</p>

Agenda Item 1.3: Interim Actions and Appointments
Presenter: Chris Pritsos (Chair)
Action Requested: Vote for Approval of Interim Actions since January 20, 2022

Approved by the ESCOP Executive Committee on November 12, 2021

1. Added the Experiment Station Committee on Organization and Policy on the stakeholder support letter to Majority Leader Schumer and Speaker Pelosi supporting \$7.75 billion in Research, Innovation, and Facilities Funding in the Build Back Better Package.
2. ESCOP Standing Committee Appointments:
 - Marty Draper, Kansas State University, Budget and Legislative Committee
 - Shawn Donkin, Oregon State University, Budget and Legislative Committee
 - Sreekala Bajwa, Montana State University, Budget and Legislative Committee

Approved by the ESCOP Executive Committee on January 20, 2022

3. Held quarterly meetings with NIFA Director Castille.
4. Transmitted a letter requesting the NIFA Director increase the budget for research capacity funding.
5. Sent talking points to the NIFA communications director for inclusion in the NIFA director's remarks.
6. Signed a proclamation celebrating the Rural Regional Development Centers 50th anniversary.
7. Provided a gold-level sponsorship to support the 2022 ACE Annual Conference. The sponsorship included a 45-minute professional development session in which attendees learned about ESS and ESCOP as well as the organization's priorities and initiatives.

Interim Actions since January 20, 2022

8. Submitted the attached letter as a formal response and a guide for assisting NIFA develop its Climate Change Adaptation Plan.
9. Signed on to a letter to Chairman Bishop, Chairwoman Baldwin, Ranking Member Harris and Ranking Member Hoeven to support increased investments in the final FY 2022 spending package to advance agricultural research.
10. Joined SoAR in asking Congress to increase 302(b) allocations for the House and Senate agriculture appropriations subcommittees to significantly increase discretionary funding for crucial USDA programs.

11. Signed on to a support letter for the Agriculture Advanced Research and Development Authority.
12. Encouraged members of Congress to sign e-Dear Colleague letter supporting agriculture research infrastructure in FY23.
13. Charged the Science and Technology Committee to respond to the NASEM Blue-Ribbon Panel's Preliminary Observations.
14. Attended all regional spring meetings to discuss observations made as current ESCOP Chair.
15. Transmitted a letter to PBD and BAC Chairs expressing frustration over the FY23 advocacy processes, which resulted in a virtual follow-up meeting.
16. Reconstituted the Agricultural Research Infrastructure Committee.
17. Identified PIVOT as the firm to develop a brand and digital marketing strategy for ESS.
18. Developed a concept for creating an ESS Foundation.
19. Discussed the Foundation concept with all but one regional association.
20. Supported entering a cooperation agreement with NIFA to provide travel funding for ESS award winners.
21. Solicited nominations for scientists who have active research in climate science to represent ESS in a future climate summit and related activities.
22. ESCOP Standing Committee Appointments:
 - Jodie Anderson, University of Alaska, Diversity Catalyst Committee
23. *Ad Hoc* Committee Appointments:
 - **ESS Brand and Digital Marketing Committee**
 - Chris Pritsos, University of Nevada, Reno
 - Matt Wilson, West Virginia University
 - Leslie Edgar, New Mexico State University
 - JF Meullenet, University of Arkansas
 - Anton Bekkerman, University of New Hampshire
 - Tala Awada, University of Nebraska
 - George Smith, Michigan State University
 - Alton Thompson, ARD
 - Bret Hess, WAAESD
 - Jennifer Tippetts, WAAESD
 - Rick Rhodes, NERA

- David Leibovitz, NERA
- Jeff Jacobsen, NCRA
- Christina Hamilton, NRCA
- Gary Thompson, SAAESD
- Cindy Morley, SAAESD
- **Agricultural Research Infrastructure**
 - Moses Kairo, Chair, University of Maryland Eastern Shore
 - Glenda Humiston, University of California
 - Chris Pritsos, University of Nevada, Reno
 - Matt Wilson, West Virginia University
 - Bernie Engel, Purdue University
 - Steve Lommel, North Carolina State University
 - Alton Thompson, ARD
 - Jeff Jacobsen, NCRA
 - Bret Hess, WAAESD
 - Rick Rhodes, NERA
 - Gary Thompson, SAAESD

24. Recommended the past chair of ESCOP serve as the liaison to ECOP.

25. Began serving as ECOP liaison.



ESCOP Priorities

1. Support increased appropriations for USDA-NIFA to enhance capacity funding for research, Extension and education and fully-fund the AFRI competitive grants program.
2. Develop new funding opportunities to address Critical Infrastructure for Colleges of Agriculture at Land-grant Universities.
3. Adopt and implement a strategic plan for communications and marketing, including transitioning the National Impact Database Committee to a subcommittee of APLU's CMC.
4. Strengthen strategic partnerships with traditional and nontraditional entities.
5. Implement national and regional research among universities/institutions to help control the COVID-19 pandemic, support economic development, tackle climate change, and advance racial equity, as well as retain America's position as the world leader in agricultural research.

Chair's Initiatives

1. Fully integrate Diversity, Equity, and Inclusion as an essential component of all our programs.
2. Develop and implement strategies to equitably distribute potential funding for Critical Infrastructure for Colleges of Agriculture at Land-grant Universities.
3. Improve the organizational readiness and strategic capacity to deal with the next major crisis.
4. Strengthen partnership and engagement efforts with NIFA, including: Project CAFÉ' (Collaboratively Achieving Functional Excellence), the NIFA Reporting System, Land Grant University to You (LGU2U), comprehensive map of all branch experiment station sites, and other items that may arise.
5. Develop and implement a strategy to make increased capacity funding a priority for 1862, 1890, and 1994 land grant colleges and universities.
6. Position ESS and its LGU members to take a leading role in addressing climate change challenges as they impact agriculture and natural resources.
7. Develop an ESS Brand and advocacy toolkit to provide ESCOP leadership and ESS members with consistent messaging and resources focused on ESS advocacy and education priorities.

For more information, visit ESCOP (www.escop.info) or contact

Chris Pritsos (ESCOP Chair; pritsos@unr.edu)






Bret Hess (ESCOP Executive Vice Chair; bhess@unr.edu)

AGRICULTURAL EXPERIMENT STATIONS

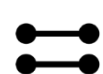
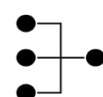


A System to Address Challenges in Food and Agriculture

Our food and agricultural systems face complex challenges as the physical environment and human societies change. Public investment in research and development is key to increasing agricultural productivity, food safety and security, community resilience, environmental stewardship, and economic growth. As part of the Land-grant University system, and with the support of USDA funding, Agricultural Experiment Stations (AES) and agricultural research programs at universities and historically black and tribal colleges are uniquely positioned to improve natural resources, food and agricultural systems.

WHAT MAKES AES UNIQUE?





-  Institutions in all 50 states and many U.S. territories with research sites representing diverse ecosystems, communities, and food production systems
-  A family of land-grant universities directs research that reflects a diverse U.S. population and varied needs
-  Laboratories, greenhouses, computational centers, equipment, and tools focused on improving the food supply and protecting the environment
-  Skilled scientists, educators, students, and staff working in fundamental and applied research fields
-  Impartial, verified science, technology, and recommendations

THE POWER OF PARTNERSHIPS

-  Federal and state funding allows AES to mobilize scientists to respond quickly to local issues
-  Multistate projects bring together scientists from AES across the country to tackle regional and national issues, creating state synergy, reducing duplication, and leveraging funds, facilities, and other resources
-  A close relationship with Extension and educators creates a feedback loop from research to application
-  Strong relationships with government agencies, farm and commodity groups, and the private sector transform innovations into economic development and business opportunities

WHAT DO AES NEED NOW?

With enhanced support, AES and agricultural research programs at universities and historically black and tribal colleges can continue to address challenges in food and agriculture more efficiently than any other system in the world. Filling current gaps and needs will require:

-  Enhanced funding to support diverse research, enable exploratory and early-career projects, and give AES the flexibility to respond to emerging issues
-  Resources to improve campus infrastructure and facilities for cutting-edge research
-  Interdisciplinary, systems-level research
-  Broader focus on sustainability and wellness
-  Models and decision-making tools that account for interlinked variables and uncertainty
-  Harnessing advances in big data, genetics, nanotechnology, and other emerging fields
-  Strategies for communicating information and sharing technology



Experiment Station
Committee on Organization
and Policy (ESCOP)

<http://escop.info>

GRAND CHALLENGES IN FOOD & AGRICULTURAL RESEARCH

*Addressing Issues Through
Our Land-grant Universities &
Agricultural Experiment Stations*



THE GRAND CHALLENGES

Over the years, public investment in research has been key to increased agricultural productivity, community resilience, and economic growth. As the physical environment changes and human societies grow and evolve, our food and agricultural systems face increasingly complex and pervasive challenges—or Grand Challenges. Operating on the forefront of basic and applied research, Land-grant Universities and their partnered Agricultural Experiment Stations are uniquely positioned to address these challenges and impact food and agricultural systems worldwide.

Sustainability, competitiveness, and profitability of food and agriculture

Adapt to and mitigate the impacts of climate change on food, feed, fiber, and fuel systems

Improve human health, nutrition, and wellness


Support energy security and the development of the bioeconomy from renewable natural resources


Play a leadership role in a safe, secure, and abundant food supply


Strengthen individual, family, and community development and resilience


Heighten environmental stewardship through sustainable management practices


CAPACITY & RESOURCES


 Institutions in all 50 states and many territories with research facilities representing diverse ecosystems, communities, and food systems and regional associations to facilitate multistate collaborations

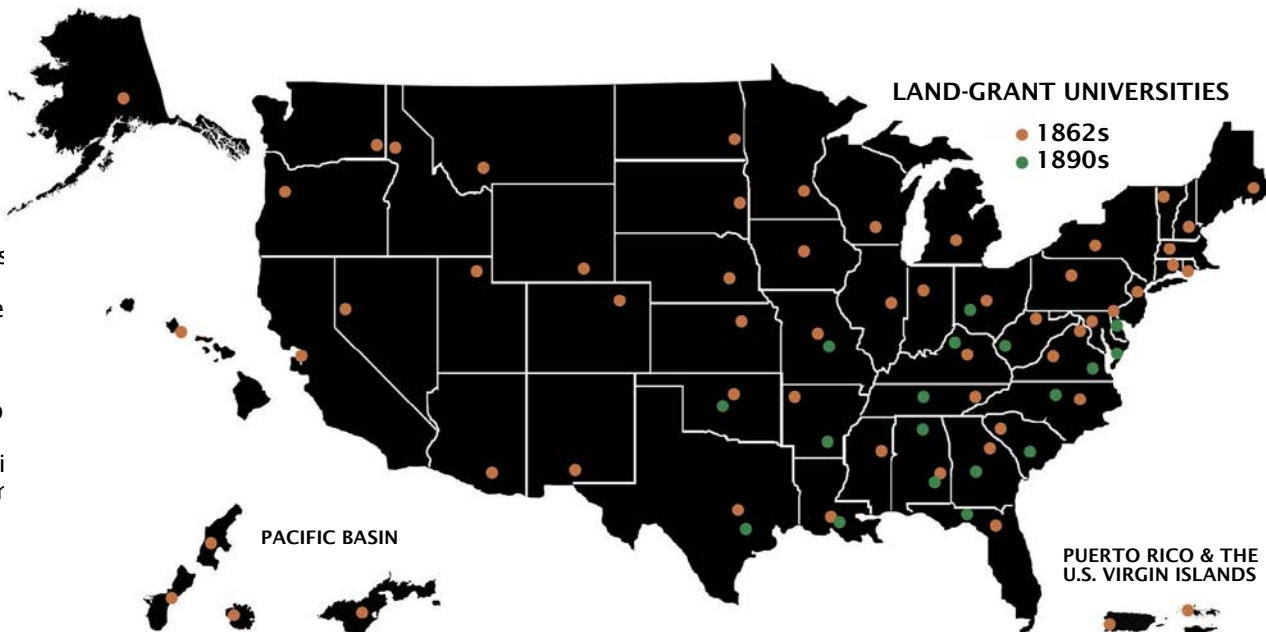
 Impartial, peer-reviewed science, technology, and recommendations

 Far-reaching Extension networks to work with and inform communities across the U.S.


 Skilled scientists, educators, students, and staff


 Strong relationship with government agencies, non-profit organizations, farm and commodity groups, and the private sector


 State-of-the-art tools, technology, and computational centers





GAPS & NEEDS


 Resources to improve campus infrastructure


 Models and decision-making tools that account for interlinked variables and uncertainty

 Interdisciplinary, systems-level research

 Harnessing advances in big data, genetics, nanotechnology, and other emerging fields

 Broader focus on sustainability and wellness

 Strategies for communicating information and sharing technology

 Evidence-based guidance for policy and regulation

To learn about research needs, resources, and success stories for other Grand Challenge areas, see the rest of this series: escop.info/roadmap

The Grand Challenges are part of the *Science Roadmap for Food and Agriculture* developed by the Experiment Station Committee on Organization and Policy (ESCOP) to guide food and agricultural research. A unit of the Association of Public and Land-grant Universities, ESCOP governs the research activities of Land-grant Universities and Agricultural Experiment Stations. Borne out of the Hatch Act of 1887 and the Evans-Allen Act of 1977, these premier institutions are supported by USDA NIFA and by collaborations across federal, regional, state, nonprofits, and private institutions. For more information:

- escop.info
- aplu.org
- umes.edu/ard • ncra-saes.org • nerasaes.org • saesd.org • waaesd.org



Multistate Research Fund
IMPACTS

Administered by USDA-NIFA since the 1998, the Multistate Research Fund supports agricultural innovation and sustainability by providing federal funds to collaborative research projects led by State Agricultural Experiment Stations and land-grant universities. These projects bring together scientists, Extension educators, and other university, federal, and industry partners to tackle high-priority regional or national issues in agriculture.

TOPICS

- | | | |
|------------------------------|--------------------------------|-------------------------|
| Air Quality | Environmental Health | Pollinators |
| Animal Health/Welfare | Fisheries/Aquaculture | Potatoes |
| Automation | Food Safety | Poultry |
| Beans | Food Security | Recreation |
| Berries | Forestry | Rural Areas |
| Biodiversity | Fruits/Vegetables | Sheep |
| Biofuels | Goats | Soil |
| Cattle | Grains | Swine |
| Climate Change | Horses | Textiles |
| Coffee | Human Health/Nutrition | Turfgrass |
| Corn | Marketing | Waste Management |
| Crop Yield/Quality | Military | Water |
| Dairy | Nuts | Wine/Beer |
| Emergency Response | Older Adults | Youth |
| Energy Efficiency | Pest/Disease Management | |

www.mrfimpact.org



Faith Peppers
USDA-NIFA Liaison



Sara Delheimer
Program Coordinator

Multistate Research Fund
IMPACTS

Nanotechnology in Agriculture & Food Systems

Nanotechnology refers to the science and engineering of tiny objects between one and 100 nanometers (a nanometer is one billionth of a meter). Researchers and farmers need nanotechnology, such as nanoscale biosensors and nanoparticles, to get an inside look at and manipulate processes like the spread of pathogens.



Science based. Data driven. Future focused.

The National Animal Nutrition Program (NANP) provides data and resources that help create a thriving, healthier world.

Nutrition is one of the most important—and often one of the most expensive—parts of animal agriculture. Good nutrition helps ensure animal development, health, and welfare as well as the quantity, quality, and safety of meat, milk, eggs, and other animal products. Nutrition also influences the amount of harmful emissions and waste that animals produce.



UNDERSTANDING & MITIGATING THE IMPACTS OF AGROCHEMICALS

Particulate Matter Affecting Air, Water, and Soil Quality

The availability and transport of nutrients, greenhouse gases, and toxic contaminants in agricultural systems depends on interactions with particulate matter (such as organic matter, silt, clay, microbes, and nanoparticles). These dynamics are critical to agricultural sustainability, environmental health, food safety, and climate change.



Climate Data & Monitoring

Climate information—historical, real-time, and predictive—is vital for the sustainable management of agriculture and natural resources.

Climate change poses major challenges to agriculture and natural resources in the western United States. Climate data are key to practices, tools, legislation, programs, and policies that protect and enhance water, soil, and air. With so



NUTRIENT MANAGEMENT & WATER QUALITY

Nutrients are essential for crops, but must be managed properly.

Nutrients provided by fertilizer, manure, compost, cover crops, and other means are essential for the profitable, sustainable production of crops for food, fiber, and bioenergy. Nutrient management is key to maintaining or increasing plant productivity, ensuring soil health, protecting ground and surface water resources from potential harm, and using farmers' time and money efficiently.



Managing our water resources is essential.

Clean water is essential for drinking, agriculture, energy, recreation, aquatic habitats, and other uses, but America's water resources face complex issues such as climate change, pollution, and increasing demand. Many farmers, communities, and leaders are concerned about water scarcity and quality.



Research guides effective solutions.

Researchers at land-grant universities

Cover crops can help improve agricultural sustainability.

Farming practices for major crops like corn and soybeans often leave soil exposed during much of the year. Bare soil is susceptible to runoff and leaching of sediment, chemicals, and pathogens and loses carbon dioxide to the atmosphere. Planting cover crops can improve soil health, protect water quality, and sequester carbon. Many cover crops can be used for food, feed, or fuel, providing



Breeding Common Bean W-2150 (2010-2015)

Beans have been cultivated in the U.S. for millennia and are a popular, nutritious food choice; however, the average national yield is low compared to other crops. Drought, diseases, poor soil quality, and short growing seasons reduce bean productivity in many growing environments. Yield losses can range from 10% to 90%. Using fungicides to fight diseases can increase production costs and result in environmental and human health hazards if improperly used. To address these challenges, a multistate research group, W-2150, is helping breed better bean varieties. Multistate collaboration makes it easier to share the data, tools, laboratory resources, and genetic materials needed for bean research and breeding.

The group's research has developed more effective methods for detecting and treating bean diseases and developed new bean varieties. New bean varieties help reduce production costs, increase the yield and competitiveness of U.S. bean growers, and support production for domestic consumption and export.

New Bean Varieties & Benefits

GROWING IN TOUGH CLIMATES



Photo by Scott Bauer, USDA-ARS.

Drought tolerant breeding lines will improve the productivity and profitability of beans

INCREASING YIELDS & PROFITS



Photo by Stephen Ausmus, USDA-ARS.

New varieties are easier to harvest and have higher, more consistent yields. These varieties reduce production costs, provide greater, steadier grower income.

If the area planted with new bean varieties increased by just 10%, the

IMPROVING NUTRITION

Beans with modified sugar content are more suitable for people with certain dietary needs and restrictions.

Beans with increased zinc concentration provide an essential mineral for human health.

INCREASING CONSUMPTION

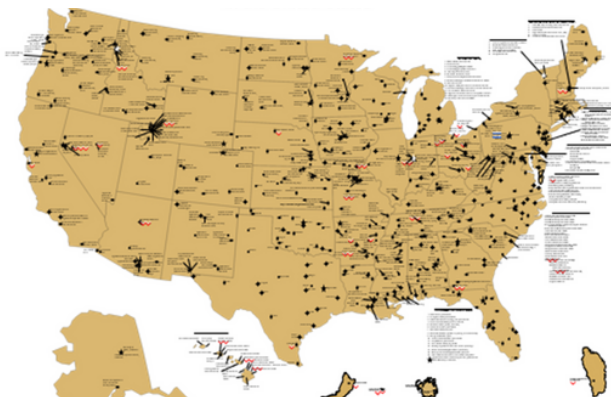
New bean-based snacks and convenience foods could increase bean consumption and competitiveness with other food



Experiment Station
Committee on Organization
and Policy (ESCOP)



GLOBAL LEADERS IN AGRICULTURAL RESEARCH, INNOVATION AND DISCOVERY



COMING SOON!

Check out our website for a interactive map of our Experiment and Branch stations in the United States.

https://webdoc.agsci.colostate.edu/aes/wcrc/US_Map

OUR IMPACT



Multistate Research Fund
IMPACTS





Learn more about the impact of land-grant institutions.

Stories

- Florida Extension pivots to virtual tour to showcase agriculture
- Georgia survey found that COVID-19 disrupted H-2A visa processing, leading to farm income decline
- Vermont connects agritourism operators around the globe during COVID-19
- Alabama virtual pesticide training creates workforce value
- Connecticut certifies beginner vegetable crop producers during COVID-19

 Chris Prisos, ESCOP Chair
Bret Hess, ESCOP Exec. Vice Chair

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 www.escop.info



The Goal

Position ESS-ESCOP as the global leader in agricultural research, innovation & discovery.



Deliverables

DIGITAL ASSESSMENT:

- CURRENT BRAND
- AUDIENCE
- WEBSITE
- SOCIAL ENGAGEMENT/OUTREACH

BRAND DEVELOPMENT:

- NEW BRAND CONCEPT INCLUDING LOGO, COLORS, FONTS, TAGLINE
- BRAND GUIDANCE KIT

WEBSITE DESIGN & IMPLEMENTATION:

- DESIGN, GRAPHICS & LAYOUT
- CONTENT MIGRATION, POPULATION & OPTIMIZATION
- TESTING/TRAINING
- LAUNCH





Let's Talk _____

Infrastructure



WHERE WE ARE



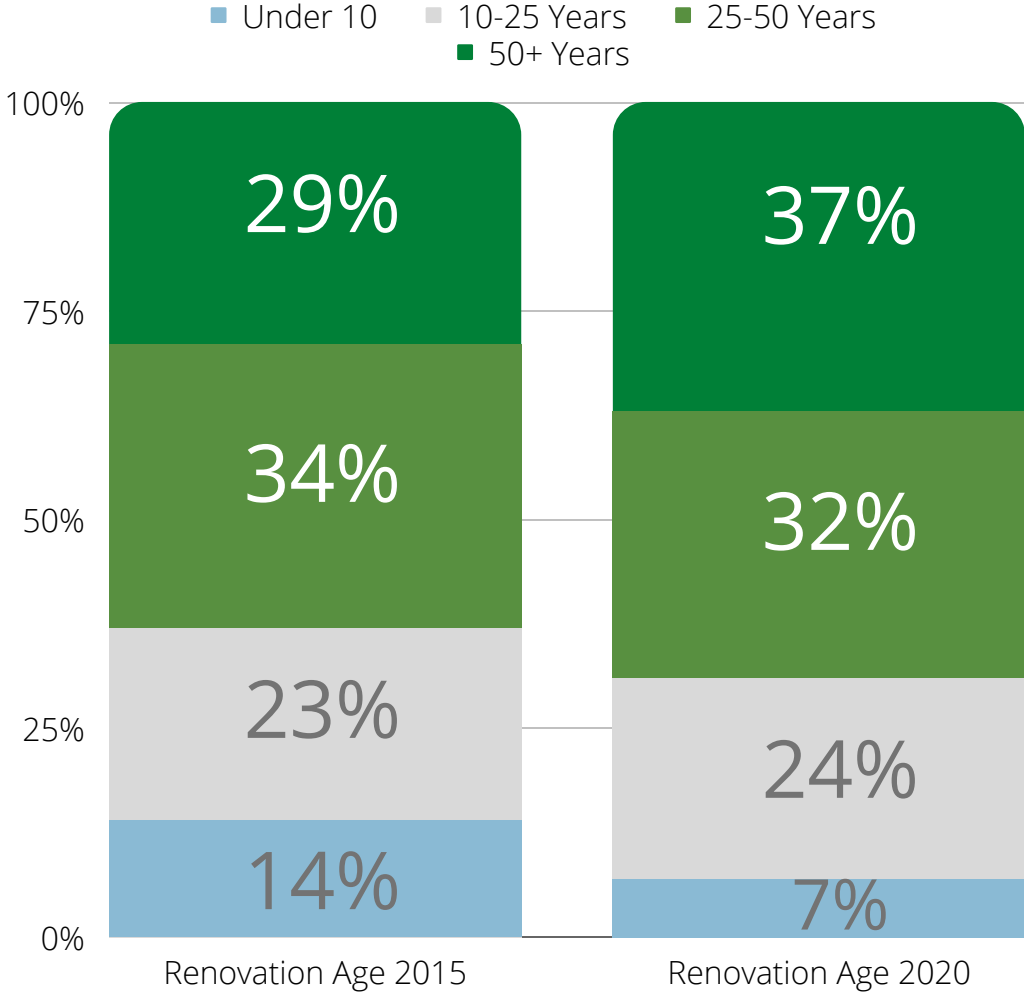
WHERE WE NEED TO BE



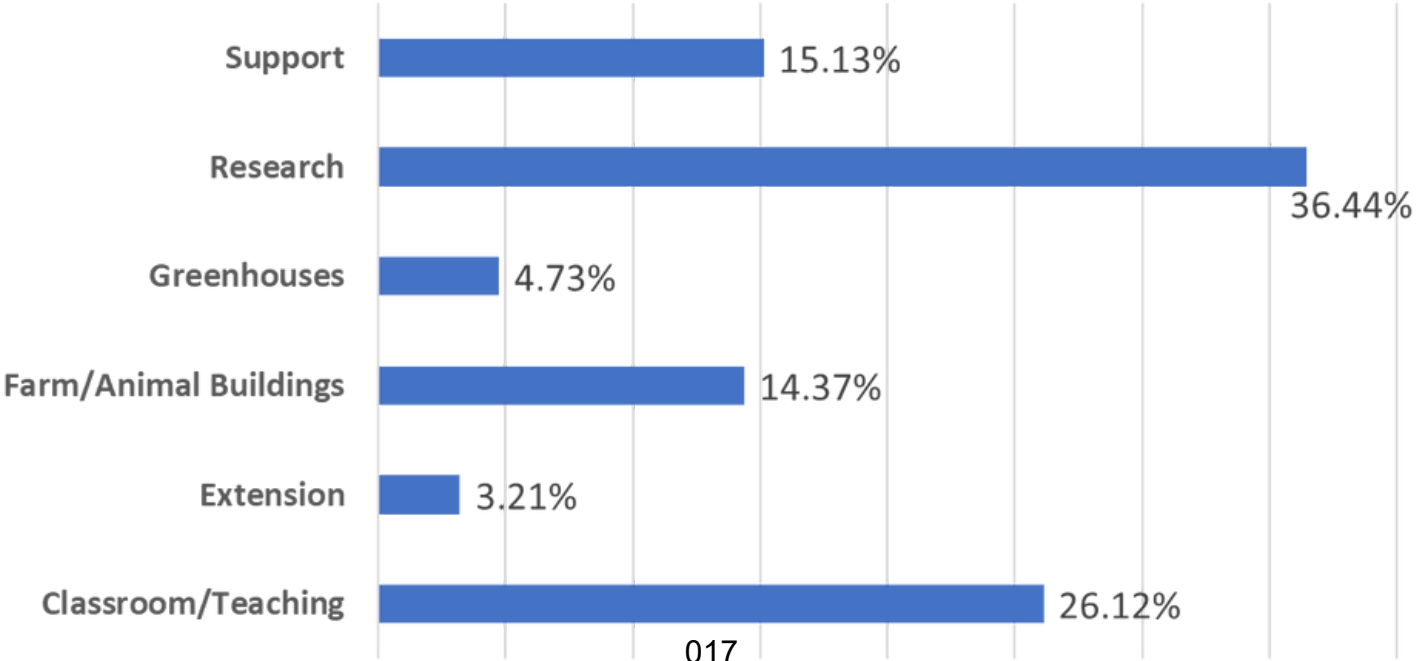
- Deferred maintenance costs = \$11.5 B
- Replacement value = \$38.1 B



Schools of Agriculture Age Category Distribution Comparison



Percentage of Cost by Building Function



ANNUAL ESS BUDGET (CY21 and CY22)

CARRYOVER CASH RESERVES		\$244,462	\$206,626
INCOME	CY21 BUDGET	CY2021 ACTUAL	CY2022 BUDGET
ESS Assessment	\$100,000 (\$99,787)	\$98,918	\$100,000 (\$99,787)
EXPENSES			
CMC (APLU Position and support)	\$100,000	\$100,000	\$100,000
Promotion (meeting travel, forum support)	\$10,000	0	\$10,000
Communications and Advocacy <i>[new]</i>	(na)	(na)	\$25,000
Diversity Catalyst (<u>two</u> awards, travel) <i>[new]</i>	\$8,000	3,275	\$6,000
Training	\$15,000	\$12,936	\$18,000
Meeting Support (Joint COPs, ESS)	\$10,000	\$1,991	\$10,000
Website	\$1,000	0	\$1,000
National Impact Database (TAMU hosted)	\$12,500	\$12,500	\$12,500
National Impact Database Writing (travel)	\$5,000	0	\$5,000
NC-FAR Membership	\$1,000	\$1,000	\$1,000
Printing (APLU, other)	\$10,000	53	\$4,000
NRSP Stakeholder (travel)	\$1,500	0	\$1,500
ESS Committee Meetings <i>[new]</i>	\$4,999	\$4,999	\$6,000
NET BALANCE	018	\$206,626	~\$106,413

Agenda Item 5: Foundation Concept
Presenter: Chris Pritsos (Chair)

Action Requested: Vote to form an *ad hoc* committee

Experiment Station Foundation Concept

Purpose: The Experiment Station Section (ESS), a unit of the Association of Public and Land-grant Universities (APLU) Commission on Food, Environment, and Renewable Resources (CFERR), Board on Agriculture Assembly (BAA) seeks to explore the establishment of a 501(c)3 non-profit organization (Foundation) to support national and regional activities of the section's members throughout the United States and U.S. protectorates.

Reasoning: Offer the ability to accept donations, sponsorships, and grants from corporations, organizations, and grant makers seeking tax deductible charitable contributions. For example, many corporations and organizations identified as potential sponsors for the 2021 ESS Annual Meeting did not provide sponsorships because their programs were restricted to making charitable contributions to 501(c)3 non-profit organizations. There are also grant opportunities from entities seeking tax deductible charitable contributions in which eligibility is limited to 501(c)3 non-profit organizations.

Objective: Create a Foundation responsible for securing funds to support program services to benefit members of ESS. The magnitude of funding will ultimately depend on the Foundation's ability to identify and persuade relevant sponsors to make charitable contributions. As a point of context, the list generated when sponsorship for the 2021 ESS Annual Meeting was pursued had 124 possible sponsors offering donations ranging from \$500 to \$5,000. Sponsorship levels up to \$25,000 are possible for non-profits successful at raising funds.

Program Services: The Foundation's primary benefit to members will be to support educational and professional development opportunities through a variety of current and future events offered by ESS and the regional associations, such as conferences, meetings, seminars, webinars, workshops, and other forms of training. A secondary benefit will be to expand overall capacity to support education and advocacy efforts which enhance the section's position as a global leader in agricultural and food systems research.

Membership: The Experiment Station Section is comprised of members who belong to one of five regional associations. Each 1862 land-grant agricultural experiment station director and 1890 land-grant research director participates in a regional association: Northeastern Regional Association of State Agricultural Experiment Station Directors (NERA), the official representative body of the

agricultural experiment station directors in the Northeast Region; North Central Regional Association of Agricultural Experiment Station Directors (NCRA), the official representative body of the agricultural experiment station directors in the North Central Region; Southern Association of Agricultural Experiment Station Directors (SAAESD), the official representative body of the agricultural experiment station directors in the Southern Region; Western Association of Agricultural Experiment Station Directors (WAAESD), the official representative body of the agricultural experiment station directors in the Western Region; and Association of Research Directors (ARD), the official representative body of the agricultural research administrators of the 1890 Land-grant institutions.

Foundation Board Membership: Board members are most likely to be hosting or otherwise planning the ESS annual meeting and annual meetings of regional association. Potential Board members for consideration may, for example, include the Past-Chair, Chair, and Chair-elect of ESS and the Chairs, Treasurers and/or other suitable elected officers appointed by each regional association as rotating board members. Sustaining board members should be the Executive Directors of the regional associations to maintain consistency and continuity across multiple years.

Establishment: ESS Chair Pritsos will introduce the concept to each regional association's Executive Committee. If the response is positive, Chair Pritsos will request approval from ESCOP to charge an *ad hoc* committee to develop recommendations for establishing the Foundation. In addition to considering the above information, the *ad hoc* committee will provide recommendations for the following next steps and required actions:

- Choosing an official name of the Foundation.
- Hiring and paying a firm to assist with the application processes.
- Determining the composition of the Foundation Board.
- Filing articles of incorporation.
- Applying for IRS tax exemption.
- Applying for state tax exemption if applicable.
- Drafting bylaws.
- Obtaining licenses and permits as applicable.
- Hiring and paying for appropriate staff to execute the functions of the Foundation.
- Financing the short-term and longer-term operations of the Foundation.

- Determine if an assessment should be utilized to support the start-up of the Foundation, and if so, the duration and amount of the assessment should be indicated.
- Evaluate the use of ESS accounts, including the annual operations account held at APLU and/or some ESS investment funds from the TD Wealth account to support the start-up of the Foundation.

Agenda Brief: Communications and Marketing Committee (CMC)

Date: July 20, 2022

Presenter: JF Meullenet (Chair)

1. **Committee Membership** (as of July 20, 2022): see [ESCOP Communications and Marketing \(CMC\)](#)

2. **Meetings:**

- The CMC met by teleconference on October 21, 2021.
- The CMC met by teleconference on November 18, 2022.
- The CMC met by teleconference on February 17, 2022.
- The CMC met by teleconference on April 21, 2022.
- The CMC met by teleconference on May 19, 2022.

3. **Accomplishments/Upcoming Plans:**

- Since the last agenda brief shared with ESCOP on September 29, 2021, the CMC has shared an update brief with SAAESD on April 25, 2022.
- In early November 2021, CMC Chair Karla Trautman sent a formal request to Tom Coon (Chair, BAA Policy Board of Directors) to reposition the CMC as a standing committee of the BAA. In doing so, the CMC noted that a motion to designate the CMC as a BAA standing committee required a change to the BAA Rules of Operation. Changing the Rules of Operation entails sharing with all members of the BAA a motion at least 30 days prior to a vote. The ideal time for announcing the motion publicly and launching the vote was after January 1, 2022.
- AVP Andrea Putman is actively engaged in moving strategies of the “Roadmap” forward and has developed a 2-year plan to support system’s communications and marketing initiatives. Andrea currently develops and releases a monthly communications toolkit for university communicators. The toolkits’ themes tie to the “Roadmap” key messages. She is strengthening partnerships with allied organizations and NIFA. Future activities could include production of podcast series to highlight stories from across the LGU system and generation of ideas for pitching to regional and national media outlets. AVP Putman is also coordinating closely with APLU Council on Government Affairs and Public Affairs to ensure there is alignment between all groups involved with communications and advocacy.
- During the Annual Meeting of the APLU (November 2021), CMC Chair Karla Trautman met with the Administrative Heads, ESCOP, and ECOP to socialize the standing committee request of the CMC. During these presentations Karla shared draft language for a change in the BAA Rules of Operation.
- Kim Scotto was hired in December 2021 as an associate to work half-time with AVP Putman on communications and partnerships, and half-time with the Executive Director for the Board on Human Sciences.
- Lewis-Burke Associates were hired as the advocacy firm to represent the “system” and began their work in January 2022. The communications and marketing project is an important component in the moving an advocacy effort forward.

- AVP Putman is actively working on the disposition of the AgIsAmerica website. Currently, AgIsAmerica looks too broad and unfocused in its current state. Key questions revolving around the website include: Who is the primary audience for AgIsAmerica? What is the most useful content to be displayed on AgIsAmerica? The AgIsAmerica Twitter and Facebook accounts have approximately 12,000 follower. How could AgIsAmerica be refocused and/ or rebranded while retaining the established following?
 - In March 2022, the leadership team of the CMC rolled over. Steve Loring (representing AHS and ESS), CMC Past Chair, rotated off the CMC. As a point of pride, Steve was the longest serving CMC Executive Committee member and oversaw the dramatic transformation of the committee and project. Chair Karla Trautman (CES) stepped into the Past Chair slot and JF Meullenet (ESS) accepted the CMC gavel as Chair. Nancy Cox (AHS) is the Incoming Chair.
 - In April, the ballot establishing the CMC as a standing committee was issued to the voting members of the BAA. The voting closed on April 22 and the ballot passed by a resounding margin (285 “yes” votes and 7 “no” votes). Importantly a supermajority of the BAA voting members cast ballots. Afterward, Doug Steele informed Tom Coon on the outcome of the ballot and the outcome will be an item on the next Policy Board of Directors agenda. The CMC’s Rules of Operation will be updated to align with the BAA’s two other standing committees (1) Budget and Advocacy Committee (2) Committee on Legislation and Policy (CLP).
 - The membership of the CMC will soon evolve and five regional communicators will join the committee. Chair Meullenet will be meeting with the sections during the Joint COPS meeting in July to provide a CMC status update and dialogue with COPS.
 - The National Impact Database Committee is currently developing a transition plan to migrate the current committee to the CMC and serve the CMC as a subcommittee.
4. **Action Requested:** For information only.
 5. **Attachments:** CMC composition chart.

CMC EXISTING	CMC PROPOSED REDLINED BYLAWS, SEPT. 2021
Chair	Chair
Incoming Chair	Incoming Chair
Past Chair	Past Chair
AHS Chair	
ESCOP Chair	
ECOP Chair	
AHS	
ESS	
CES	
ACOP	ACOP
	Regional communications rep, 1890s
	Regional communications rep, Southern
	Regional communications rep, Western
	Regional communications rep, North Central
	Regional communications rep, Northeastern
CGA / CGA co-liaison	CGA
ACE	ACE
CARET	
National Impacts Database	National Impacts Database
AHS Executive Director (VP FANR)	AHS Executive Director (VP FANR), <i>ex-officio</i>
ECOP Executive Director	ECOP Executive Director (or regional?), <i>ex-officio</i>
AVP, Communications, FANR	AVP, Communications, FANR, <i>ex-officio</i>
Executive Vice-Chair	
Assistant Executive Vice-Chair, <i>ex-officio</i>	
	Regional Executive Director ESCOP, <i>ex-officio</i>
	NIFA liaison, <i>ex-officio</i>
	Advocacy consultant? <i>ex-officio</i>
	International Agriculture Section representative NOTE: if we include one section representative, will we will need to include them all?

Proposed: The CMC Executive Committee shall be composed of the Incoming Chair, Chair, Past Chair, and FANR Assistant Vice President for Communications and Partnerships. The CMC may designate subcommittees as needed.

Agenda Brief: National Impact Database (NIDB) Committee

Date: July 20, 2022

Presenters: Steve Loring and Karla Trautman (Co-Chairs)

1. **Committee Membership** (as of July 20, 2022): Steve Loring, Karla Trautman, Debby Lewis, Sara Delheimer, Francis Gould, Faith Peppers, Ron Brown, Rick Rhodes; Ex-officio Members – Scott Cummings, Jeff Jacobsen, Bret Hess, Gary Thompson.
2. **Meetings:**
 - The NIDB Committee met via teleconference on October 5, 2021.
 - The NIDB Committee met via teleconference on February 15, 2022.
 - The NIDB Committee met via teleconference on March 8, 2022.
 - The NIDB Committee met via teleconference on April 12, 2022.
 - The NIDB Committee met via teleconference on May 24, 2022.
 - The NIDB Committee met via teleconference on June 28, 2022.
3. **Accomplishments/Upcoming Plans:**
 - The NIDB Committee last shared an agenda brief with ESCOP on September 29, 2021.
 - Both ECOP and ESCOP approved the move of the NIDB Committee from a joint standing committee of ECOP and ESCOP to a subcommittee of the Communications and Marketing Committee (CMC). With the approval of the CMC as a standing committee of the BAA in April 2022, the NIDB Committee is developing a transition plan to be presented at Joint COPS.
 - In 2021, 380 statements were made public. Of those, 212 were Extension statements, 168 were research statements, 82 were tagged as “COVID”, and 50 were tagged as “Diversity and Inclusion”. The regional breakdown of the statements included 146 from the Southern region, 39 from the 1890s, 65 from the North Central region, 70 from the Western region, 44 from the Northeast region, and 16 were multi-regional.
 - The Writing Team for the NIDB met on February 11-12, 2022, in New Orleans in conjunction with the SAAS meeting and produced 61 web stories, 27 summary sheets, and 1 video. NIFA Director, Carrie Castille, attended the SAAS meeting and spoke passionately about how important the Impact Database is to NIFA as they answer congressional questions and provide the USDA Secretary/Under and Deputy Secretaries/Others with talking points.
 - The NIDB Committee has engaged in ongoing deliberations on the use of tags and thematic areas to enhance user engagement and utility of the NIDB. A subcommittee was formed to identify issues and solutions.
 - The NIDB Committee continues to be actively engaged in developing quality control checkpoints for submitted impact statements. The NIDB is seeking consistency, clarity, and usefulness of submitted statements. A subcommittee was formed to identify strategies for the review of impact statements.

- The NIDB is developing a communications training plan. This will include a clear definition of roles and responsibilities of impact statement writers and submitters as well as impact database users.
4. **Action Requested:** For information only.
 5. **Attachments:**
 - a. none

Agenda Item 9.0 ESCOP BLC Committee
 Presenters: Glenda Humiston and Jeff Jacobsen
 Action: For Information

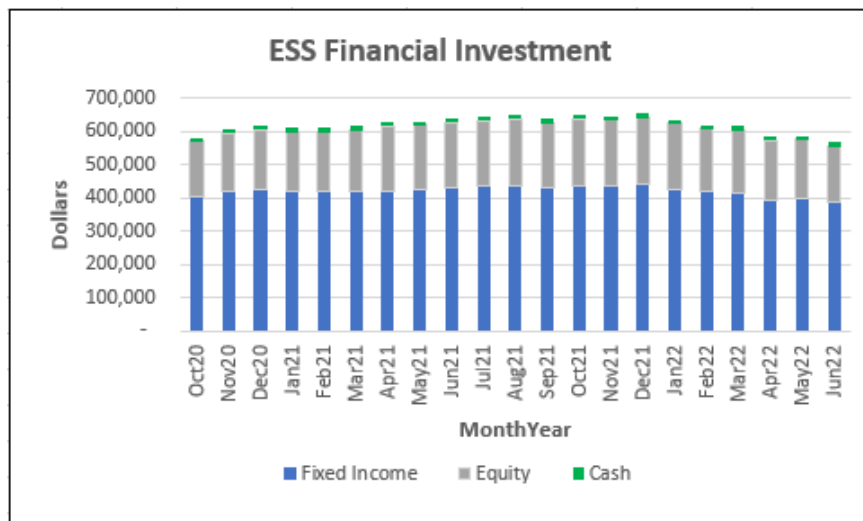
Budget and Legislative Committee (BLC, <http://escop.info/committee/blc/>)

Glenda Humiston's chair term will end following the ESS Annual Meeting in Baltimore this upcoming September. In 'normal' two-year terms, this is an all-encompassing leadership position. Yet with the pandemic continually providing unique budget opportunities for ESS with the various stimulus packages, she and others committed to extra engagement time. These volunteer efforts were truly remarkable and critically important. Anton Bekkerman (NERA) is the Incoming BLC Chair. Immediately following the ESS Annual Meeting, the ESCOP BLC will likely have a face-to-face meeting with the new Chair and committee to refresh responsibilities and linkages with other national budget and advocacy efforts. Regional and liaison memberships have been stable. Lewis-Burke Associates (LBA) has regularly participated in our monthly calls with Dr. Elizabeth Stulberg being designated as the point person for ESCOP BLC and LBA. Monthly meetings on the fourth Tuesday of every month from 4:00 - 5:00 ET will continue.

ESCOP BLC has had robust discussions identifying programmatic enhancements and new directions for additional investments in Hatch and AFRI, as well as being supportive of other Sections and, in particular, the 1994 LGUs. BLC members articulated numerous examples that could serve as future advocacy talking points and messages, beyond the current focus on 'Climate Smart Agriculture.' In addition, several different approaches were discussed to serve as recommendations for proposed funding levels for Hatch and AFRI. The ESCOP BLC discussions have integrated into the BAA BAC and CLP efforts. Notably, we will evaluate the current numbers that the Executive Branch and, as known, the other chambers have provided at Joint COPs.

Finance Committee (<http://escop.info/blcfinance/>)

The Finance subcommittee of the ESCOP BLC assists in the management of ESS resources that were initially invested in October 2020. The subcommittee (Moses Kairo (chair), Matt Wilson, Glenda Humiston, Saied Mostaghimi, Jeff Jacobsen, Chris Hamilton, Doug Steele) has met every six months to manage the portfolio and its moderately conservative position (Fixed Income 60-70%, Equities 30-40%, Cash 0-10%) with an 5-10 year investment horizon. These funds are entirely liquid should ESS have the need to redirect these financial resources into strategic priorities.



Period (MonthYear)	Fixed Income	Equity	Cash	Total
Oct20	406,013	164,659	11,747	582,420
Nov20	419,967	176,667	10,441	607,075
Dec20	424,033	181,768	11,007	616,808
Jan21	421,976	177,153	12,937	612,066
Feb21	420,653	177,483	13,026	611,161
Mar21	422,802	180,982	13,242	617,026
Apr21	423,093	193,280	11,031	627,404
May21	426,864	193,600	11,111	631,575
Jun21	429,673	197,589	11,930	639,192
Jul21	435,173	197,311	14,210	646,693
Aug21	436,628	201,976	14,290	652,894
Sep21	431,602	195,097	14,519	641,218
Oct21	437,485	200,422	11,317	649,225
Nov21	436,299	198,719	11,393	646,410
Dec21	441,560	201,293	12,548	655,401
Jan22	428,499	196,118	11,004	635,622
Feb22	420,014	188,259	11,083	619,356
Mar22	413,568	191,353	11,285	616,206
Apr22	395,479	177,394	11,655	584,528
May22	397,653	178,472	11,740	587,865
Jun22	389,051	166,324	12,783	568,159

BAA Budget and Advocacy Committee (BAC)

ESS budget recommendations and justifications were provided to the BAC with the long-term aspiration of an annual 14% increase for 5-10 years to mimic the significant investments by China and other countries. In addition, ag research infrastructure remains a priority for the Section. This ag research infrastructure committee is being reformulated with broader representation from ESS and will continue to be chaired by Moses Kairo supported by Alton Thompson. All Section and group requests from the ‘family’ were integrated into the annual budget advocacy efforts and will likely shift as strategic opportunities present themselves. Lewis-Burke Associates (LBA) and APLU FANR staff are intimately involved in the budget prioritization process and is also poised to identify strategic opportunities for these family priorities and other NIFA budget lines. Lastly, ESS has strongly supported the 1994 LGU budget requests to provide true capacity for them and several other programs. Joint COPs will likely provide a venue for additional insight and adjustments as the political and budget scenes unfold.

BAA Committee on Legislation and Policy (CLP)

CLP presentations, discussions and prioritization activities that feed into the 2023 Farm Bill priorities and opportunities have occurred for CLP members in concert with APLU FANR staff and LBA. ESS priorities (must haves) have been submitted, reviewed and, in a separate meeting with LBA were discussed in detail to ensure optimum understanding going forward. As other priorities and concepts of other Sections and groups arise, CLP discussions will continue. In summary, the ESS has identified reauthorization (AFRI, Hatch, SCRI, Research Facilities Act, Sun Grant, Multicultural Scholars), a number of 1890 priorities (Evans-Allen, Capacity Building, Facilities Improvement, Scholarships, Center of Excellence), the elimination of mandatory partnering with 1994 Tribal Research Grants Program, removal of matching requirements (SCRI, Research Facilities Act), integration of LGU agricultural research with other Titles, and several specific language items within the Hatch Act, administrative roles, and new investigator criteria. Wherever possible, the ESCOP BLC (if applicable) and/or ESCOP Committee will be given opportunities to evaluate and make recommendations to our representatives on CLP and the PBD. For instance, two items of interest were recently brought to the attention of the research EDs, which will be

introduced and discussed. These include the 5% retirement cap on capacity funds and possible clarification in language that Hatch, Evans-Allen, Smith-Lever, 1890 Extension capacity funds should be designated as such and not administratively treated similarly to competitive funds.

Agenda Brief: ESCOP Diversity Catalyst Committee (DCC)

Date: July 20, 2022

Presenter: Henry Fadamiro, DCC chair

1. **Committee Membership** (as of July 20, 2022): See [ESCOP Committee Diversity Catalyst Committee \(DCC\)](#)

2. **Meetings:**

- The DCC met via teleconference on November 17, 2021.
- The DCC met via teleconference on December 21, 2021.
- The DCC met via teleconference on February 15, 2022.
- The DCC met via teleconference on April 19, 2022.

3. **Accomplishments/Upcoming Plans:**

- Since the last agenda brief shared with ESCOP on September 29, 2021, the DCC has shared update briefs with ECOP on March 21, 2022, and with SAAESD on April 25, 2022.
- Three members of the DCC were nominated to serve on Federal commissions and subcommittees including Dr. Shannon Archibeque-Engle, Colorado State University, USDA Equity Commission; Dr. Nina Bennett, University of Arkansas Pine Bluff, USDA Equity Commission Subcommittee on Agriculture; and Dr. Tracy Dougher, Montana State University, USDA Equity Commission Subcommittee on Agriculture. The DCC nominees were not selected to serve. We understand that competition was keen for seats on the commission and subcommittee and appreciate the willingness of the DCC candidates.
- The 2022 [Call for Nominations for National Experiment Station Section Diversity, Equity and Inclusion Award](#) was approved by ESCOP. Nominations for teams and individuals have been solicited from the Experiment Station Section and were originally due on April 1, 2022. That deadline was extended to April 30, 2022. The DCC is currently deliberating on the nominations.
- During the 2021 Joint COPS meeting, ESCOP approved distribution of the DCC's Call to Action. In November 2021, DCC chair, Henry Fadamiro, sought actions taken by directors during the quarter that followed the issuance of the Call to Action. Among the six institutions that responded, there was a clear commitment to ESS/DCC priority areas, a reflection of diversity, equity and inclusion being a high priority of Land-grant institutions. Of the responses received, Cornell AgriTech (Geneva, NY) addressed in detail, each of the ESS DCC priority areas and outlined actions taken and resources deployed in each area. The response provided by Cornell AgriTech is attached.
- The DCC submitted to ESCOP a Plan of Work for 2022. In January 2022, ESCOP approved the plan which is included with this brief as an attachment. (The Call to Action referenced above is included in the Plan of Work.)
- Membership on the Diversity Catalyst Committee is evolving. Wes Burger (Mississippi State, SAAESD representative) rotated off the DCC and was replaced by

Jamie Larson (Mississippi State). John Dieffenbacher-Krall (University of Maine, NERA representative) stepped down from the DCC and was replaced by Anna Katherine Mansfield (Cornell AgriTech). NIFA representative Drenda Williams stepped down to accept new responsibilities at NIFA and will be replaced on the DCC by Jessica Creighton. Jodie Anderson (University of Alaska) has joined the DCC as a representative from WAAESD.

- The DCC is currently collaborating with the ECOP DEI Program Action Team and developing an inventory of college of agriculture, Cooperative Extension, and AES DEI points of contact, similar to the Communications and Marketing Committee seeking the primary communications point of contact. Together, ESCOP and ECOP intend to undertake a survey of the DEI contact to gauge DEI institutional climate as a steppingstone for development of strategies for transformational leadership dedicated to DEI.
- The DCC continues to collaborate with NIFA's Office of Equal Opportunity and Civil Rights.
- The DCC has changed its regularly scheduled meeting time of 4:00 PM ET, second Tuesday of the month, to **4:00 PM ET, fourth Tuesday of the month.**

4. **Action Requested:** Information only.
5. **Attachments:** DCC Plan of Work; Call to Action Report-Cornell Agritech.

Diversity Catalyst Committee (DCC) Plan of Work FY 2022

During FY 2022 the DCC will:

- Meet on a monthly basis.
- Support the ESCOP Chair's diversity, equity, and inclusion initiatives.
- Identify metrics for assessing progress towards improving diversity, equity and inclusion.
- Assist directors in integrating diversity, equity, and inclusion as an essential component of all programs.
- Issue a call for nominations for the National Experiment Station Section Diversity and Inclusion Awards (individual and group.)
 - Seek nominations.
 - Evaluate nominations and identify a winner.
 - Provide winners with an opportunity to share what they've done during the annual ESS Meeting in September.
- Periodically follow-up on the Call to Action (attached) issued to all directors in August 2021.
 - Create an inventory of DEI actions and best practices taken by directors.
 - Engage regional Executive Directors to identify a champion institution(s) who could serve as an exemplar and as a change leader in areas of diversity, equity, and inclusion.
 - Collaborate with NIFA to profile exemplary actions of the directors.
- Collaborate with NIFA on the presentation of DEI webinars (e.g., "DEI and the NIFA Compliance review process")
- Propose to the Experiment Station Section a series of DEI-related activities, exercises, trainings and opportunities are included in the Experiment Station Section agendas.
 - Examples:
 - Longer format, cultural competence training (occurring over several days); creation of ESS DEI Fellows?
 - Offering reading resources (e.g., *The Color of Food: Stories of Race, Resilience and Farming* by Natasha Bowens). Follow up with presentations by the author?
 - Re-offer the Intercultural Development Inventory. (Nehrwahid Abdul-Wahid, the speaker at the 2021 ESS meeting [Leadership, Diversity and You] is a licensed IDI trainer.)
- Collect ESS DEI best practices and submit to NIFA for profiling.
- Collaborate with ESCOP's Science and Technology Committee to develop a working definition of and a framework for "Equity in Science."
- Collaborate with the Cooperative Extension Section to co-create a DEI training session during the Joint CES/NEDA/ESS meeting in Baltimore, MD in September 2022.

Diversity Catalyst Committee (DCC)

Call to Action 2021

Land-grant institutions and the Experiment Station Section have a duty to understand how they have benefitted from racial injustice and to ensure their programs and services do not perpetuate systems of oppression and injustice. We challenge ourselves to not simply strive to become non-racist but commit to an active anti-racist agenda in all aspects of our work.

Background:

During the annual 2020 Experiment Station Section meeting, the opening session was dedicated to “inclusive excellence.” From that session, the attached summary report was written¹. During the opening work session, the Experiment Station Section directors identified four diversity challenge areas and discussed potential actions to address those challenges. These are listed in the report. Prior to and coincident with the ESS meeting, the United States was in the midst of civil unrest boiling over from years of racial injustice and the need for all Americans to acknowledge and address racial inequities. During his leadership term, ESCOP Chair, Moses Kairo declared that the first of the Chair’s Initiatives was: Fully integrate Diversity, Equity and Inclusion as an essential component of all our programs. Last, the Diversity in Research Leadership Task Force, the predecessor to the DCC, recommended strategies to broaden the diversity of leaders holding research administrative positions. Many of the suggestions made by that task force are reiterated here. It is to these ends that the DCC shares the following reflections and recommendations.

Diversity and Inclusion Challenge Areas:

The Experiment Station Section Directors identified four diversity and inclusion challenge areas. These included:

- Recruiting and retaining a diverse workforce: developing a pipeline to support inclusive excellence.
- Strengthening partnerships among the 1862/1890/1994 institutions.
- Addressing funding challenges/disparities across the three LGU systems.
- Reaching/working with underserved populations.

Call to Action:

The DCC issues a Call to Action to engage all directors. Of the challenge areas listed above, the DCC asks you to identify a challenge that you intend to address in the upcoming year and use the following questions to guide your action steps.

- What actions do you intend to take?
- What is the timeline on your actions and what resources will you deploy?
- What gaps will you address and what obstacles do you anticipate?

¹ The summary report was written by Woody Hughes, Jr., Brian Raison and Rachel Welborn.

- What goals do you expect to reach?
- What will diversity and inclusion look like on your campus or station?
- How does your response to this Call to Action fit into the long-term diversity and inclusion strategies of the station, the college and university?

DCC Actions:

The DCC will periodically ask each director what they've undertaken. The DCC will work with NIFA to profile exemplary actions of the directors. The DCC will seek directors to share what they've done in a series of best practice sessions. The DCC will encourage submission of nominations for Diversity and Inclusion Award winners and celebrate your accomplishments.

Inclusive Excellence: Systematic Approaches to System Change

September 28, 2020 Opening Session to the 2020 ESS/AES/ARD Annual Meeting
Summary Report

Session Objectives – Participants will:

- Explore how inclusive excellence can strengthen existing Experiment Station efforts.
- Engage in a series of conversations that will identify obstacles to affect inclusive excellence and strategies to overcome the obstacles.
- Be challenged to implement at least three actionable steps that lead to inclusive excellence at their home institutions.

If we do wonders with one set of eyes, imagine seeing the world from various other set of eyes.

~Session Participant

Survey Highlights

In a survey to ESS members prior to this session, several assets as well as challenges to inclusive excellence were identified. During this session, participants explored potential strategies to leverage assets to address the four top challenges identified. The section that follows documents potential strategies to address these issues:

1. Recruiting and retaining a diverse workforce; developing a pipeline to support inclusive excellence
2. Strengthening partnerships among 1862/1890/1994 institutions
3. Addressing funding challenges/disparities across the three LGU systems
4. Reaching/working with underserved populations

Call to Action

This report serves as a summary of thoughtful input on what ESS could do in order to vastly impact Inclusive Excellence. The charge to the reader is this:

How will this input be translated into CONCRETE ACTION that will have the greatest positive impact in Inclusive Excellence in 5-10 years?

In a changing world, a diversity of ideas will better help us find solutions to new problems that are not predictable with past understanding.

~Session Participant

Strategies for Addressing Top Challenges

Recruiting and Retaining a Diverse Workforce; Developing a Pipeline to Support Inclusive Excellence

- **Internships**
 - Targeted internships
 - Internships leading to permanent positions at slightly better the entry-level salaries (e.g., incentive)
 - Reserve internships for minority serving inst.
- **Mentorships - strong peer-to-peer mentorship for underrepresented groups**
- **Pipeline development**
 - Industry pipeline program (industry scholarships/internship opportunities)
 - Grow the diverse workforce that you want to see by grooming students from freshman through graduate school for those w/ graduate programs
 - Use capacity funds to recruit diverse graduate students (will end up as faculty hopefully)
 - Postdoctoral programs to bridge to faculty
 - Work with your institutions MANRRS groups as a pipeline for employees <https://www.manrrs.org/>
 - Develop a program from diversity scholarships in undergrad and grad.
- **Training**
 - Training own diversity PhD students
 - Identifying unconscious or systematic biases currently causing attrition within the pipeline
- **Start with youth development**
 - Start early with 4H in creating the foundation for a diverse workforce
 - Change the perspective of high school students about what Agriculture is, most of the best talent is going to a pre-med pathway
 - Campus experiences for 3rd graders from URMs
 - Target students in 7-12 for scholarships in Ag programs to build the pipeline
- **Exchange programs/shared programs/cross training/collaboration**
 - Graduate student swap between 1862s, 1890s, 1994, like a clinical rotation, for a semester research project.
 - Develop summer experiential exchanges for students between the LGU system
 - Student opportunities to exchange across campus
 - Create regional research exchange programs to provide greater experience for grad students and post docs
 - Station scientists from other organizations at our experiment stations

- Cross training of students from diverse institutions - summer internships at diverse locations - all institutions involved
- Dual degrees from more than one institution/program
- Providing learning opportunities to each other's students within a region.
- Multiyear faculty exchanges across institutions
- Develop bridge research programs with 3 LG types
- **Incentivize - Incentives for minority faculty and students**
- **Identify successful examples**
- **Examine/reshape recruitment and hiring practices**
 - Aggressive search locally and internationally
 - Reduce the number of non-essential required qualifications in job ads
 - Improve recruitment strategies.
 - Strengthen hiring practices
 - Strong start up packages
 - Reactive and proactive work environment- vetting in hiring for sensitivity
 - Train all personnel involved in any aspect of hiring training in recruiting and retaining a diverse workforce
 - Dedicated funding to assist in hiring diverse faculty.
- **Collaboration**
 - Shadow AES/ARD Directors and get them to regional/national meetings
 - Encourage and build through regular monthly/weekly meetings with Admin
 - Build Regional strategic relationships with 1890s and 1994's to do target hires at faculty or staff
 - Joint travel to relevant sites
 - Change the climate so that different people with different life experiences can feel at home

Strengthening Partnerships among 1862/1890/1994 Institutions

- **Building relationships**
 - Physically visit other institutions
 - Faculty exchanges across the three LGU family members.
 - More face to face get-togethers with faculty working in related areas and administrators across these institutions
 - Effective partnerships begin with building strong relationships!
 - Regular collaborative sessions
 - Faculty "internships" or mini sabbaticals at institutions of different land grant groups
 - Virtual exchanges
 - University alliance formation among 2-3 other university partners
 - Reach out to one of each institution type different from your own and invite to 1) a meeting, 2) a research proposal.
 - specialty listing
 - Names of 1862/1890/1994s into a hat and matchmake to outcomes and/or speed dating.
 - Partnership building grantsmanship workshops
 - Create shared appointments within and across states that have scientists from both institutions at each of the universities
 - Hold meetings at more affordable locations for larger participation or meet at an 1890 or 1994 institution's campus for major meetings.
- **Target collaboration on issues**
 - Targeted meetings focused on joint challenges or common stakeholders
 - Link common interests at grass roots level, not admin.
 - Organize mixed research teams around a given area and provide funds
 - Targeted special collaborative initiatives
 - Think tanks that will connect researchers/expertise with targeted outcomes
 - Identify common goals.
 - Develop statewide or regional joint research programs to include all types of institutions
 - Collaborative projects
- **Funding/grants**
 - Dedicated competitive funding
 - Seed grants to form or strengthen teams between 1862/1890/1994 institutions and facilitation of these partnerships
 - Fund cooperative projects with faculty at other LGU types
 - Create grants in AFRI, NSF, NIH, etc. that requires partnerships with 90 and 94
 - RFAs that require or at least favor collaborations among LGUs

- Funding that not only rewards diverse granting participants, but also highlights different cultural perspectives in presenting research results
- Expand Hatch Multistate type funding to 1890 and 1994 institutions
- National funding programs requiring programs that include all partners
- Dedicated funding for collaborative projects for mixed research teams
- Require collaborations across institutions for more grant sources.
- Shared grants requiring multiple diverse land grant institutions.
- USDA-funded graduate student and post-doc exchange programs
- Financial Benefit should go primarily to the 1890 and 1994 partners, 1862 faculty should be rewarded internally from the effort and time.
- Dedicated competitive 1890 funding for the 1890 LGUs, and dedicated competitive 1994 funding for the 1994 LGUs that is separate from new and existing dedicated competitive funding for all LGUs
- **Expand leadership opportunities**
 - Invite 1890's and 1994's to lead on projects and not just follow
 - Provide funding to 1890s & 1994s to lead the strengthening partnership efforts
 - Allow 1890's to lead programs with 1862s as participants
 - 1890/1994 lead interdisciplinary proposals
 - Due to external funding having a long history of moving extraordinarily slow at some 1890 LGUs, in some instances, take that into consideration when determining which institution will be responsible for managing external financial resources as it relates to 1890/1994/1862 collaborative partnerships
- **Strengthen multi-state opportunities**
 - Create a program that allows for more participation from the 1890s and 1994s in Multistate projects
 - Take better advantage of multistate opportunities
 - Collaborations are personal - invest in more involvement of 1890/1994 in multistate research projects
 - Multistate research projects / research teams
 - Joint multi-disciplinary research initiatives
 - Joint research and extension programming
 - Encourage faculty to include project partners from these universities
- **Cross institution pipeline development**
 - Joint degree programs and grant program collaborations
 - Automatic adjunct faculty appointments with institutions within each state
 - Building partnerships around recruitment of faculty and staff for 1862, 1890 and 1994
 - Share facilities, human and other resources
 - Co-advise students

Addressing Funding Challenges/Disparities across the Three LGU Systems

- **Join together/ collaborate (3) for significant request for all ag research**
 - Joint programs/research projects
 - Collective pipeline directed to UG and MS programs at 1890/1994 institutions leading to PhD program at 1862 so all institutions benefit at their strengths.
 - Collaborate to be unified and make a concerted effort on behalf of all.
 - merge the different institution types to reduce segregation in higher education
 - true long-term partnerships. not one-time funding that encourages last minutes request.
- **Collaborative grant development**
 - public private partnerships
 - grant and project cooperation across 1890/1862/1994
 - Shared grants across diverse institutions with equal sharing of resources.
 - Designated pools of funding (collaborations)
 - develop funding opportunities targeted specifically to joint submissions from the 3 LGU systems focused on developing solutions to meet global challenges
 - Commit to submitting a proposal with at least one other institution AND commit to allowing the minority-serving institution to be the host of the project.
 - set asides in OREI, SCRI and other competitive funding opportunities
 - Partnerships between institutions strengthen research grant applications!
 - funding opportunities that require meaningful roles/budgets for all 3 LGU
 - national initiative stimulating ag research to the level of NIH; all LGU benefit
 - Collaboratively developed research proposals
 - partner across LGU systems to find grants together and foundation support
 - Joint projects/grant programs that require participants from more than one land-grant category: 1862 + 1890 + 1994
 - develop joint grantsmanship workshops and proposal development activities, preferably with accompanying seed funding committed from the institutions
 - build extra power in grants including commodities for partnerships
 - grant subcontracting
 - meaningful participation of 1890s and 1994s with the 1862s, not as add-ons
 - collaborative grants with dedicated funding and long-term partnerships
- **United approach to funding/advocacy**
 - Joint advocacy for more funding
 - All land-grant Universities advocate for equitable funding at the federal level
 - 1890's and 1994's need to have the fully funded match just as the 1862's do.
 - Do the state-based work to ensure equitable match availability
 - Focus on increasing 1890 and 1994 \$ BEFORE 1862 after IDing the goal that works.
 - Joint lobbying to minimize competition amongst institutions

- work with state legislatures and Congress to highlight the benefits of leveraging resources across systems
- Better aligned requests to Congress
- Joint efforts in seeking state matching funding.
- Join forces for advocacy as ONE
- Advocacy for funding increases of underfunded programs
- Willingness of 1862 institutions to equitably share increases in funding (based on need) with 1890 and 1994 institutions
- Expand advocacy efforts
- Expand Capacity Funds - and have student and faculty demographics as part of the formula for allocating dollars
- Local and state representation, federal reps in the corner as well- part of this also means a diverse representation to represent a diverse constituency
- **Share resources**
 - Share AES research stations which some lack.
 - willingness to share resources
 - Share resources
 - Pooling internal funding across different institutions
 - Create opportunities for leveraging

Reaching/Working with Underserved Populations

- **Listen and identify needs first; develop true long-term partnerships**
 - Include multiple members of those populations in advisory groups to set priorities.
 - Collaborate on research projects addressing underserved populations to include a needs assessment.
 - intentional outreach and inclusion in advisory groups
 - match making process to identify underserved populations and their needs, then facilitation process to make connections with LGU that have resources and want to assist
 - Use/revise/enhance/change frameworks to engage underserved populations
 - Firstly, define and identify the populations
 - Working with advocacy groups for underserved populations to identify needs
 - Engage the stakeholders directly in setting the research and outreach agenda
 - Get out more and find stakeholders and address their concerns
 - ID some problems and then sign up to do
 - listen first and be there for long haul.
 - Show genuine interest
 - listen to needs, and create intentional collaborations with clear measures of accountability
 - Underserved populations aren't always overlooked, but not considered in the plan. Be interesting and try hard. Nobody wants to partner with you if you are boring and not in tune with culture!
 - Listen carefully to what your target population says is important to them.
 - identify shared issues (e.g., use of public lands)
 - shared stakeholder communication activities- both to gather input into our programs and delivery of results
 - Include underserved perspectives in interpretation of research results and sharing those perspectives as a way to enhance conversations and include diverse audiences.
 - targeted programs in the poorest counties in each state/ long-term and intentional
- **Understand, respect and build on the strengths of each other**
 - Working with underserved populations with limited resources is what 1890's and 1994's do well. This is a case where 1890s/1994's could lead the conversation
 - Partner with the experts, Extension, especially 1890 Extension
 - Partner with 1862s, 1890s, and 1994s to deliver instructional and research programs in underserved areas/populations
 - Increased collaborations
 - Use Extension partners to reach out across state/region/nation
 - Build on linkages that have already been established

- collaboration with institutions that focus on underserved populations
- identify the best communicators - then build the team who has the scientific expertise to solve issues
- **Strengthen understanding/training around working with underserved audiences**
 - Special training for reaching the underserved
 - Build a greater understanding to learn how to become more effective.
 - reach out to NGOs and other non-university entities (e.g. advocacy groups) to learn best practices in how they engage underserved populations
- **Grow the pipeline of students and faculty from underserved groups**
 - Dual and joint graduate degrees across all LGUs
 - Provide internships for underserved populations.
 - scholarships
 - Summer camps/interns/faculty sabbaticals for underserved groups
 - recruiting employees/students from the targeted underserved population
 - Create shared internships to focus on this area
 - Create programs and funding for teachers in target schools to develop familiarity. Match the faculty to the population
 - Student exchanges/mentoring across diverse institutions.
 - scholarships/ internships - multi-year commitments
 - Hire faculty with this as a major job expectation and hold them to this through T&P process. or create an endowed chair with this expectation
 - Student internships that target underrepresented groups within the state and region - do this as a regional/joint activity rotating across universities or joint effort
 - employing a diverse faculty and staff
- **Purposeful inclusion/ prioritization**
 - Make it a priority, rather than an afterthought.
 - Field days that facilitate bringing in underserved populations
 - Increase the focus on urban populations, food islands, linkage of food with health outcomes.
 - Community service/open classes and community events, schools
 - Better funding for these types of programs

Addendum: Participants provided other rich content to the session through a series of related discussion prompts. These are included below for reference.

Discussion Prompt: How would we (ESS) be better if we truly worked under a banner of Inclusive Excellence?

- Then we will value the opinion of others who train of thought is not of the same cannon (our view), from a traditional way
- ESS would produce more innovative programs and products and of more practical value to a larger number of people in our communities
- We will be able to more freely share our resources and truly bring 1862, 1890, and 1894 institutions together.
- Working under a banner of Inclusive Excellence would yield broader perspectives on existing issues.
- We would be better equipped to approach problems (both internal to the university and external) in more meaningful ways, and ultimately provide solutions that are more robust.
- We need to ask our advisory groups, stakeholder groups, and commodity support groups to better embrace DEI as a relevant system of increasing market share and consumer support.
- build more trust and confidence among ourselves
- Bring a broader set of experiences that would challenge our assumptions of “the way” to solve or approach issues
- also a better set of outcomes for our students and adult learners
- Fresh, more efficient processes across the board that don't follow, "We do it this way because it's how we've always done it."
- It would help to enhance inter-institutional cooperativity
- If we embrace inclusive excellence, we would expand both the diversity of ideas in addressing research questions while also expanding our potential impact.
- reach more people more effectively
- Inclusion of different viewpoints and experiences can spark innovation.
- All voices would be heard and valued, leading to a better working climate, increased productivity, and innovation.
- Examples of best practices or new programs that work at other institutions that could be modeled at our institutions
- Through IE, we would be able to more effectively engage stakeholders whose
- Research questions and answers that address the needs - limitations of all those who live in our borders to ensure safe, food, feed, and fiber
- If we do wonders with one set of eyes, imagine seeing the world from various other set of eyes.
- Reach a broader audience
- It would change the perspectives we all harbor, to open minds to see problems more broadly.

- Chance to hear perspectives you might not consider, or might have misconstrued, and learn issues that are outside your normal thinking.
- Richer experience for all involved.
- Diverse world experiences bring very different ideas on how to approach a problem — both research challenges and institutional challenges.
- We will be able to more freely share our resources and truly bring 1862, 1890, and 1994 institutions together.
- Broadened perspectives and horizons.
- In a changing world, a diversity of ideas will better help us find solutions to new problems that are not predictable with past understanding.
- Provide more role models and motivation to strive for leadership positions for marginalized people.
- Problems which ESS aims to address and respond to impact a diverse group, answering these challenges will require a diverse team
- Inclusive Excellence would provide for stronger, more meaningful and impactful multi-disciplinary and multi-institutional collaborations: leveraging of resources.
- Empowering and welcoming a diverse community of scholars will improve the quality of everything we do, from teaching to the quality of our research questions and solutions.
- Being inclusive doesn't just make us better, it makes us relevant to more people.

Discussion Prompt: What is ONE THING I could change or do this year that would have the greatest positive impact in Inclusive Excellence in 5-10 years?

- Reach out to other institutions that we have not connected with as yet.
- Work on regional strategies with Alton Thompson and ARD Directors
- I will reach out to 1890s and 1994s to recruit my graduate students.
- Network with people who are not just like me. Build my circle with people outside my box.
- Intentional communication and engagement.
- support shared internships
- Focus on audience when developing materials to report data
- be proactive in reaching out to other groups
- Hire faculty members of color and support them with quality start-up packages.
- Incentivize my faculty to collaborate with 1890 universities on research projects
- Be strategic and intentional about inclusivity
- Recruit faculty from 1890 and 1994
- collaborate with 1890s on internships in agriculture fields
- Try to carve out seed funding for new collaborative efforts between our faculty (1862) with 1890 or 1994 partners
- Try to institutionalize the concept of inclusive excellence with faculty and administration and establish a pilot program to foster interactions between ESS 1862 and 1890s.

- I think my "one new idea" is also the answer for this one: Building an advisory committee that will better connect communicators from 1862, 1890 and 1994 institutions so we can benefit from their input and they can benefit from learning about each other, their audiences and their cultures.
- Establish meaningful relationships with other institutional members of the LGU family.
- Reach out to build trust with 1994 institutions
- Helping others (students, high school teachers, Madea, etc.) to understand all that "Agriculture" is. That is the best way to recruit and will lead to positive change in the years to come. [Madea--the person who is raising those students who should major in agriculture, but because of the view of agriculture, these students are majoring in other areas.]
- Facilitate meaningful conversations among minority and majority students for deeper understanding of challenges and opportunities of DEI
- This has been an amazing thinking and reflecting time. THANK YOU!
- Our 1862 HSI has some of the same challenges that our 1890 and 1994 institutions are facing, so I will seek ways to collaborate at a higher level.

Discussion Prompt: What are 2-3 action steps I could take in the next 30 days to advance toward this ONE THING?

- Identify funding opportunities to enable these interactions and collaborations to become a reality.
- I sure would love to think through how the SRDC could help with these ideas.
- Agriculture can be so much more than its historical image, data sciences, gene editing, innovation and entrepreneurship, we need to embrace those traits
- Plan for seed funding for collaboration with 1890 universities
- Talking to everyone I meet about agriculture:
- Flip the narrative that education is the pathway away from Agriculture.
- Pick up the phone and start networking!
- Establish a regular monthly meeting with my counterparts in 1890 and 1994 universities.
- Target faculty from 1890 and 1994 to participate in AFRI grants
- I love the emphasis on conversation...that's where it starts!
- As was mentioned earlier, I will work with Gary Thompson to plan and implement joint programs, proposals with ARD and the Southern region

Respectfully submitted by:

- *Woody Hughes, Jr., Fort Valley State University*
- *Brian Raison, The Ohio State University*
- *Rachel Welborn, Southern Rural Development Center*

“Inclusive Excellence” Call to Action 2021 Report

Submitted by Anna Katharine Mansfield, Associate Director

What challenge area you are addressing?

Since August 2020, the Cornell AgriTech DEI Council (formerly Committee) has begun to address two of the four D&I Challenge Areas:

- Recruiting and retaining a diverse workforce: developing a pipeline to support inclusive excellence.
- Reaching/working with underserved populations.

What actions have you taken?

- Created, completed, and analyzed data from internal climate survey
- Initiated integrated Diversity, Equity, and Inclusion Council
- Drafted and initiated three-year DEI plan:
 - Yr 1. Internal climate
 - Yr 2. External climate
 - Yr 3. Metrics and accountability
- Initiated informal monthly meetings of principal DEI leaders at Cornell AgriTech, Cornell Cooperative Extension, and the College of Agriculture and Life Sciences
- Hosted, or have secured speakers for, station-wide talks or workshops on:
 - The history of indigenous peoples at Cornell AgriTech
 - Anti-racism initiatives in Cornell Cooperative Extension
 - Microaggressions in the workplace
 - Gender and sexuality
- Drafted agenda and programming for an AgriTech employee onboarding program to include community expectations and cultural norms for international employees (to be completed in May 2022)
- Encouraged and supported formation of Employee Affiliate Groups (EAGs) for Minority Genders in STEM and LGBTQ employees
- Initiated planning for student assistantships and internships for underrepresented minority candidates
- Two faculty searches were conducted with emphasis on diversifying candidate pools; both were filled with diversity hires
- With the help of Cornell’s American Indian and Indigenous Studies program, land acknowledgement language was drafted and is under review for consideration by the historically dispossessed Seneca Nations

What resources have you deployed?

- Associate Director effort reapportioned to include DEI initiatives
- Discretionary funds used for professional training in DEI programming for DEI Council co-chairs
- DEI training and programming available from Cornell

- Commitment to invest discretionary funds in student assistantships and internships for underrepresented minority candidates

What gaps will you address?

- Cornell AgriTech community is largely white, male, and cishet; training on the realities of normative culture and privilege and its implications for recruiting and retaining diverse candidates
- Critically assessing current demographics and cultural norms to improve inclusivity for underrepresented groups within the AgriTech community
- Critically assessing stakeholder reach to determine what groups are being overlooked and how extension and outreach programming can be more accessible and welcoming
- Support and encouragement of individual growth for all community members
- Acknowledgment and 'credit' for DEI work in annual reviews

What goals are you seeking?

- To provide baseline education about normative culture to all community members
- To support critical, open discussion about the strengths and weaknesses of current culture, and create a common vision for change
- To identify and empower leaders within the community to advocate for equity for minority segments
- To create a self-aware, accessible culture where individuals can bring their full, authentic self to work

What does diversity and inclusion look like on your campus or station?

- Majority white
- Age-stratified such that white, cishet men still hold most leadership positions, but younger leaders and more diverse
- Diversity largely consists of women and international academics
- Student and staff population is more diverse in almost all parameters than faculty

How does this CTA fit into your station, college, or university DEI strategic plan?

- Cornell AgriTech made a commitment to diversity, equity, and inclusion in late 2019; the social upheaval in 2020 prompted rapid action in the development of a DEI Committee. In 2021, this committee was transformed into an integrated DEI Council, and charged with the development of a DEI strategic plan.
- In the spring of 2021, DEI strategic plans were requested from the College for all units, including AgriTech; so the still-developing strategic planning document was reformatted to fit the college template.

Agenda Item 11: Science and Technology Committee (STC)

Presenters: Bernie Engel and Bret Hess

Action Requested: Approval of the recommendation for the 2022 Excellence in Multistate Research Award

Committee Members:

<p>Chair: Bernie Engel (NCRA) Past Chair: Jody Jellison (NERA)</p> <p>Delegates: Alton Thompson (ARD) John Yang (ARD) Frank Casey (NCRA) Shibu Jose (NCRA) Indrajeet Chaubey (NERA) Mark Hutton (NERA) now VACANT Susan Duncan (SAAESD) Nathan McKinney (SAAESD) Gene Kelly (WAAESD) Chris Davies (WAAESD)</p> <p>Executive Vice Chair: Bret Hess (WAAESD ED) Jennifer Tippetts (WAAESD Recording Secretary)</p>	<p>Liaisons: John Dyer (ARS) replaced Robert Matteri Wendy Powers (ECOP) will be VACANT Kevin Kephart (NIFA) Daren Mueller (NIPMCC) Tim Killian (SSCC)</p>
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ESCOPE Web: <http://escop.info/committee/scitech/>

<http://escop.info/committee/national-integrated-pest-management-coordinatingcommittee-nipmcc/>

<http://escop.info/committee/social-sciences-subcommittee-sssc/>

S&T Committee (STC) Summary of Accomplishments

The STC prepared a 2022 work plan (<http://escop.info/wp-content/uploads/2021/12/ESCOP-Priorities-and-Chair-Initiatives-2022.pdf>) that was presented (<https://www.youtube.com/watch?v=OOBdrD2qiK8>) and approved by the ESCOP Executive Committee. Implementation of the work plan started with asking ESS members to help update and localize ESCOP Grand Challenge Briefs utilizing a standardized set of templates. Templates are available for State/Regional use as the first hyperlink under the Links on the STC main page (<http://escop.info/committee/stc/>) at: https://colostate-my.sharepoint.com/personal/sdelheim_colostate_edu/layouts/15/onedrive.aspx?id=%2Fpersonal%2Fsdelheim%5Fcolostate%5Fedu%2FDocuments%2FScience%20Roadmap%2F2022%20Grand%20Challenge%20Templates%20for%20State%2C%20Regional%20Use&ga=1. Regional associations have assisted STC with making changes to an interactive map of branch experiment stations (https://webdoc.agsci.colostate.edu/aes/wcrc/US_Map/) by asking their members to send revisions. The host institution that maintains the server where the map is housed hopes to have the map updated before the next STC meeting. Each regional office has completed a crosswalk their portfolio of multistate committees against emerging NIFA priorities and the ESCOP Grand Challenges (see attached spreadsheet). Padlet was used to collect comments on the NASEM BANR Blue Ribbon Panel's Preliminary Observations, and the attached comments were submitted on behalf of ESCOP.

Request for Approval by the ESCOP Executive Committee

Reviews of 2022 nominations for the Excellence in Multistate Research Awards were completed using an online instrument to collect scores and comments of voting STC members. Nominations were further discussed at the June STC meeting. Evaluators determined that two nominations were much stronger than two of the other nominations. Following significant discussion about the merits of the top two nominations, STC members voted on which of the top two nominations should be recommended as the 2022 winner. The vote tally indicated that STC should seek approval by the ESCOP Executive Committee to declare S1069: Research and Extension for Unmanned Aircraft Systems (UAS) Applications in U.S. Agriculture and Natural Resources the winner of the 2022 Excellence in Multistate Research Award.

National Integrated Pest Management Coordinating Committee (NIPMCC)

The NIPMCC annual meeting was held virtually Tuesday October 19th and Wednesday October 20th. In addition to several national and regional reports, NIPMCC introduced the Public IPM Enterprise Strategic Plan Concept then held breakout sessions on the Vision and Mission for Public IPM Enterprise. The strategic vision document was presented at the International IPM Symposium scheduled for February 28, 2022–March 3, 2022.

Social Sciences Subcommittee (SSSC)

Volunteers continue working on the following actions from the March 26, 2021 meeting: development of a document on the impacts of social sciences to support the infrastructure advocacy effort; expansion of the 2012 gap analysis to include some of the immediate priorities of the administration (climate change, economic recovery, COVID recovery, rural revitalization, and diversity, equity & inclusion) as part of the vision for the immediate future; and creation of the Rules of Operations for posting on the website. Most vacancies on SSSC have been filled.

Regional Alignment	-----USDA Priorities-----					-----ESCAP Priorities-----						
	Climate	DEIA	Market Opps	Workforce Develop	Food & Nutrition Security	Sustain, Comp, & Profitability of Food & Ag	Climate	Energy Security & Bioecon	Safe, Secure & Abundant Food Supply	Human Health, Nutrition & Wellness	Environ Steward & Sustain Practices	Indiv, Fam & Comm Resilience
West Direct	10	1	5	5	34	34	10	2	30	17	32	10
West Loose	15	5	3	7	8	11	17	2	9	8	8	9
North East Direct	17	2	10	3	4	22	16	2	16	5	18	9
North East Loose	10	3	10	15	12	6	11	5	6	6	5	6
North Central Direct	2	3	10	1	20	17	2	4	15	7	17	12
North Central Loose	6	7	10	9	33	34	15	2	31	19	9	4
South Direct	12	2	12	9	22	20	1	19	6	22	22	2
South Loose	11	4	9	6	8	9	11	2	8	13	8	10
Direct Total	41	8	37	18	80	93	29	27	67	51	89	33
Loose Total	42	19	32	37	61	60	54	11	54	46	30	29
	83	27	69	55	141	153	83	38	121	97	119	62

From: BANR@nas.edu
To: [Bret W Hess](#)
Subject: Land Grant System Response
Date: Friday, May 6, 2022 11:37:02 AM

Name: Bret Hess

Email bhess@unr.edu

On behalf of affiliation

Affiliation: Experiment Station Committee on Policy and Organization, Science and Technology Committee

General Comments: The final document would benefit greatly with the inclusion of a preamble or additional context for establishing the Blue Ribbon Panel to embark on this investigation and what expectations are for producing a report. Additionally, there could be much more information included about the multistate committees recognized for their excellence and the National Research Support Projects supported by directors of Agricultural Experiment Stations. Keys to establishing highly functional coordination and collaborations may be realized by learning how such projects have not only existed but have enjoyed significant success over several decades. Thank you for the opportunity to comment.

PRELIMINARY OBSERVATIONS

Section: 1

Observation: 1

Comment: The multistate research program mentioned is a good example of the importance of capacity funds supporting the establishment and maintenance of long-term, multi-institutional projects. A key component to multistate funding that should be enhanced in this observation is the integration of research and Extension that occurs as a result of AREEA. Integrated activities and funding thereof should be included when considering how to bring individuals together as we move forward. Perhaps a hard look at what makes a successful collaboration would be beneficial. You see the examples, try to identify a common theme that makes them work. If funding or some level of mandate is the driver to initiate collaboration, then what are the key elements to success and how are they sustained? For example, the winner of the 2020 Excellence in Multistate Research Award involves several land-grant and non-land grant participants. A deep investigation into why have those scientists been effective at sustaining their project over multiple generations of scientists may provide valuable insight, especially since a large number of the participants do not receive Hatch Multistate Research Funds.

Section: 1

Observation: 2

Comment: Resources and capacity come to mind as limitations. Examples highlighted in the first observation point to funding or mandates as a major driver of collaborative efforts. Participation by faculty and specialists from the 1890s and 1994s in multistate efforts could be enhance if funding were available to encourage their participation. Perhaps increase Evans-Allen and Research Grants for 1994s by 25% with the caveat that the funds need to be spent on multistate projects. Coordination with 1862 efforts to avoid duplication should be encouraged. However, it is important to recognize that adding expectations to institutions with limited resources and capacity will only cause dilution of intent. Alternatively, take a hard look at the value of these collaborations and who benefits. Each collaboration is different, but in general, people will participate if there is value. Don't look at who is or is not at the table but look at why people are at or not at the table. Could it also be that communities served by the various institutions limit collaborative opportunities?

Section: 2

Observation: 4

Comment: It would be worth exploring the next steps or what would be required to go beyond bringing individuals together to determining what it takes for diverse partners to achieve solutions and produce broader impacts.

Section: 2

Observation: 5

Comment: This is all fine and dandy until each individual institution wants (needs?) recognition. The greater

institution would greatly benefit the entire system if they figured out a way to market the network of institutions (as a whole) so inter-institutional collaboration does not have to navigate how to present the outputs.

Section: 3

Observation: 6

Comment: Salaries and travel support are only two possible uses of the funds. If Hatch multistate research funding were significantly increased, then the additional funds could be utilized to support collaborative efforts such as described in Observation #5. It is also important to recognize that internal policies at some universities make it difficult to impossible to receive approval to travel to participation, which is very demotivating. Institutional policies, sometimes driven by State policies, should not impede collaborations when federal funds are held at the university for such purposes.

Section: 3

Observation: 7

Comment: Well intentioned initiatives are not always fruitful. It would be necessary to gain a comprehensive understanding of interests in participation before assuming it is necessary to force partnerships. Competing demands may be an unsurmountable impediment.

Section: 3

Observation: 8

Comment: The burden placed on faculty from smaller institutions, including 1862, 1890, and 1994 cannot be overemphasized. There simply is not enough time to do everything with a limited number of faculty. It is a chicken and egg scenario because faculty members with heavy teaching loads may not have the capacity to expend additional effort on securing funding to buy themselves out. Changing university P&T processes may be an unrealistic part of this effort unless the Panel can develop P&T criteria that can be universally accepted by the entire Land-grant system. Universities consider P&T to be a local issue that must be dealt with locally.

Section: 3

Observation: 9

Comment: Any way to minimize bureaucracy is good. Although it seems like every LGU is perpetually broke, so how will taking this overhead away affect the institutions? It is important to emphasize the role of the capacity research funding (i.e., Hatch) particularly in establishing and maintaining multi-institution and interdisciplinary cooperation. Without the support of these funds and the ability to make long-term commitments to faculty, staff, and programing (vs the short-term targeted commitments associated with many of even the larger competitive initiatives) it is difficult for the individual Experiment Stations to provide the needed support.

Section: 3

Observation: 10

Comment: Planning grants from NIFA would be helpful in team building and preparing for larger efforts. Awardees could convene at PD meetings organized by NIFA as they do now for other award programs.

Section: 3

Observation: 11

Comment: Such planning awards should give would-be grantees an opportunity to design the collaboration themselves based on the needs of the communities they serve rather than a top-down fit into a bucket approach.

Section: 3

Observation: 12

Comment: Good concept, it may require creating positions to achieve success in addition to training those with potential. Many very successful researchers are tapped for these efforts; however, independence is often the reason they have succeeded. Training an independent to become a team leader may not be effective. Many of the trainings available at our institutions are not very good, which may be an issue if this will be emphasized in the future.

Section: 3

Observation: 13

Comment: There may be other ways to reduce the activation energy as well - equipment (hard to find \$\$ for equipment) comes to mind. But anything to reduce the activation energy would be great! Make sure you include

collaborations with industry (or any organization outside the traditional institutions) as there are plenty of possible collaborations out there that fizzle with the required paperwork and legalese.

Section: 4

Observation: 14

Comment: This will require training and actual engagement from the academic advisor. They need to be invested enough to size up the collaborative project and help the group frame in phase 2, etc.

Section: 4

Observation: 15

Comment: An infusion of significant funding will be necessary. However, it would not require generating something new. Utilize the existing structure that has been in place since 1946 wherein experiment stations are sites for such activities. For example, each region has a multistate committee funded that focuses on Conservation and Utilization of Plant Genetic Resources. Another possible approach could be to direct an increase in Hatch multistate research funds to form National Research Support Projects to create national-level networks to address emerging and sustaining priorities.

Section: 4

Observation: 16

Comment: Perhaps an evaluation expert should be assigned to each collaboration. And better yet, assign a communication person as well. This will hold the collaborators (and advisors) accountable.

Section: 4

Observation: 17

Comment: This observation falls very short of what is needed. Although administrators both at universities and at NIFA understand the value of these collaborations and the impact of these multistate and multi-institutional projects, policy makers and the public may not be aware of them. This is despite the Experiment Station Section hiring a writer to prepare and distribute impact statements about multistate research. Likewise, directors of Extension and Agricultural Experiment Stations pay a small group of communicators to gather annually to develop stories and other releases from the dually supported National Impacts Database. We need a mechanism at the national level to inform policy makers and the public about their existence and impact. Look at any effective marketing plan and you will see a marketing team go through a process to land where they do. This process is like the science work done in many of the collaborations. But we do not take the time or effort to do this part of it. Infographics are cute, visualizations help, but if you want effective communication - involve them from the beginning (much like evaluation experts). We need more of a coordinated effort, perhaps at the national level, to accomplish this goal.

Type of organization

1862 land-grant institution

1890 land-grant institution

ESS-ESCP

Type of position

Executive Vice Chair

Agenda Item 12: NRSP-RC
Presenter: Mark McGuire
Action Requested: For Information

Federal Fiscal Year

NRSP	Title	Project Period	Midterm	2021	2022	2023	2024	2025	2026	2027
1	Multistate Research Information Management and Impact Communications Program	10-01/2017 to 09/30/22	2020/ 2025	\$ 237,131	\$ 243,697	\$ 226,400	\$ 231,821	\$ 237,417	\$ 243,170	\$ 249,083
				Renewal			Mid Term		Renewal	
3	The National Atmospheric Deposition Program (NADP)	10/1/2019 to 09/30/24	2022	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000			
				Mid Term		Renewal				
4	Facilitating Registration of Pest Management Technology for Specialty Crops and Speciality Uses	10/01/2020 to 09/30/2025	2023	\$ 481,182	\$ 481,182	\$ 481,182	\$ 481,182	\$ 481,182		
				Mid Term			Renewal			
8	National Animal Genome Research Program	10/1/2018 to 9/30/2023	2021	\$ 500,000	\$ 500,000	\$ 500,000				
				Mid Term		Renewal				
9	National Animal Nutrition Program	10/01/2020 to 09/30/2025	2023	\$ 199,000	\$ 199,000	\$ 219,000	\$ 249,000	\$ 199,000		
				Mid Term			Renewal			
10	Database Resources for Crop Genomics, Genetics and Breeding Research	10/01/2019 to 09/30/2024	2022	\$ 465,906	\$ 510,302	\$ 489,353	\$ 502,088			
				Mid Term		Terminate				
11	Building Collaborative Research Networks to Advance the Science of Soil Fertility: Fertilizer Recommendation Support Tool (FRST)"	10/01/2023 submission date 01/15/2023								
				\$ 1,933,219	\$ 1,984,181	\$ 1,965,935	\$ 1,514,091	\$ 917,599	\$ 243,170	\$ 249,083

Agenda Item 13: BAA Policy Board of Directors

Presenter: Mark McGuire

Action Requested: For Information

The BAA Policy Board of Directors (PBD) was convened by chair Tom Coon in two virtual meetings held on February 28, 2022, and May 2, 2022. The following are highlights of the discussions and decisions of the PBD at those meetings. Marty Draper as the alternate for Mark McGuire represented the ESS at the May 2 meeting.

Monday, February 28, 2022

Review and Vote on BAC FY23 Recommendations

- Process: Expanded engagement strategy was initiated summer 2021 with section funding levels and justifications received in November, 2021.
- 9 traditional priorities plus WAMS (Women and Minorities in STEM) and enhanced funding for 1994 institutions
- Amendment – Research Facilities Act at \$365M (BAC recommendation)
- ESS strategy involves 14% annual increases based on levels of China’s research investment
- **Vote: Passed unanimously**
- One pager leave behind is a different format from previous years, focusing on making the case and less on legislative authorizing lines
 - Case statements for budgetary requests based on section narratives
 - LBA will have separate handout with information about legislative authorizing lines
 - Compared to FY21 enacted \$691M increase for NIFA that includes \$365M for Research Facilities Act (Authorized in 2018 Farm Bill)

Update on CMC Standing Committee Amendment

- Proposed amendment – Make CMC a standing committee of the PBD
- Requires 2/3 majority vote of all representatives to add/change BAA Rules of Operation
- Each institution could have up to 6 voting members (<300 voting eligible members)
- Feb 15 announcement and will close March 15 to request return ballots

Review PBD Membership Rotation and Vacancies

- Traditionally November at annual meeting
- Goal is no more than two sections having elections in a year
- Can be reappointed for 2nd two-year terms
- Election before Joint COPs or right after to allow sections to discuss fully at Joint COPs

Monday, May 2, 2022

CMC Amendment Vote

- Met the 2/3 minimum to add/change BAA Rules of Operation
- **Approved Action: PBD accepts final tally**
- **Approved Action: PBD empowered CMC to establish committee composition/representation**

4-H Name and Emblem – not currently protected

- National-level protection of the name and emblem ended in late 2020
- Early 2021 NIFA assessed issue and in late 2021 determined that States have power to use cease and desist letters, but does not apply to federal use
- Sec Vilsack supports reinstating the protection with input from Extension
 - Desire to tie together name and emblem for fund-raising by National 4H Council
- **Awareness only, no PBD action**

FY23 Unified Ask

- BAC requested each Section recommendations and justifications in Fall 2021
- Two new lines – Women and Minorities in STEM (WAMS) and Research Facilities Act
- BAC had two meetings to review requests
 - February scaled some requests back based on FY21
 - FY22 or President’s Budget Request (PBR) not released
 - March (PBR was out) decided not to respond with changes to BAA budget request
- Lewis-Burkes Associates observations and comments
 - 3 options – FY22/BAC request/PBR: sections decided on best advocacy position
 - Infrastructure – \$3.5B House Reconciliation high-water mark - request 10% for \$350M
 - Appropriations committee staff appreciated justifications rather than straight % ask
 - Asks were aspirational, but no new money

Process for Reviewing Sign-On Letter Requests

- Perennial problem with quick turn-around requests
- Three types of “letters”: Dear Colleague Letters – circulate within Congress for coalition building; Coalition Sign-on Letters – annual regular letters from advocacy coalitions (AFRI Coalition, etc.) – FANR/LBA staff review and forward to BAC leadership; APLU BAA originating Letter – in support of our NIFA appropriation request - send through CARET or other aligned organizations
- Valuable tool to help appropriations staff evaluate and prioritize issues
 - Process: CARET letter with outside witness testimony for House and Senate Appropriations Committees to support programs – CGA members take the information to the hill – BAA priorities with stakeholder signatures (other stakeholders buy-in) across states and regions
 - Need to be judicious with this tool
- **Awareness only, no PBD action**

PBD New Member Vote

- Reconsider the timing of introducing new PBD members to align with advocacy strategy
 - New members announced at APLU meeting in November and begin terms in January when advocacy strategy development is well underway
- 2022-2023 Nominations for BAA Policy Board of Directors’ Elections
 - Vote announced with nominees June 1-15 followed by a 10-business day voting period and new members participate in July PBD meeting via zoom
 - New members officially begin in November rather than January

Next PBD meeting is scheduled for Thursday, July 21, 2022 (11:30-3:00 ET) following the Joint COPs Meeting in Washington, DC.

- PBD Informational Items: CMC Recommendations/2023 BAA Assessments/BAA & CARET Proposed Budgets/PBD Election
- Review of PBD Policies: BAA Rules of Operation/PBD Membership Elections/FSLI & LEAD 21 Written Reports

Future PBD meeting is scheduled for November 8, 2022 (11:00-1:30 MT) at APLU Annual Meeting in the Hyatt Regency Denver Convention Center, Denver, CO.

Agenda Item 15: 2022 ESS Meeting

Presenter: Matt Wilson

Action Requested: For Information

SAVE THE DATE

SEPTEMBER 25-28, 2022

NEED AND NERA ARE PLEASED TO HOST THE JOINT ESS/CES-NEDA MEETING

THE MARRIOTT BALTIMORE WATERFRONT IN BALTIMORE, MARYLAND

