

Agricultural Sciences Advisory Committee

October 15, 2020 12:00 PM

Zoom meeting

Facilitator: Greg Cisewski

Recorder: Bobbi Lee

Attendees

Industry Members

- Chad Glaze, Vine Vest North, Inc.—Advisory Chair
- Melissa Heise, Swiderski Equipment, Inc
- Sly Krautkramer, Swiderski Equipment, Inc
- Ed Sabey, ProVision Partners
- Josh Schmidt, AgSource Dairy
- Kevin Sommer, Service Motor Company
- Bryce Stetler, Service Motor Company

NTC Staff:

- Greg Cisewski, Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator
- Katie VanDerGeest, School of Agricultural Sciences Development Manager
- Charl VanDerNest, Instructor
- Steve Krueger, Instructor
- Don Radtke, Farm Manager
- Brad Gast, Dean, Workforce Training & Professional Development
- Elizabeth Hillebrand, Farm Veterinarian, Instructor
- Sarah Steger, Instructor

Other

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Agenda Item 1: Welcome & Introductions

Presenter: Greg Cisewski

Discussion:

- Greg Cisewski, Dean, School of Agricultural Sciences, Utilities & Transportation, welcomed everyone to the meeting and introduced the new farm veterinarian, Dr. Elizabeth Hillebrand. Greg then asked everyone to introduce themselves.

Action(s):

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Person(s) Responsible:

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Due Date(s):

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Agenda Item 2: Recap/Update/Highlights from Last Meeting 12.5.19

Presenter: Chad Glaze

Discussion

- Chad highlighted the minutes from the last meeting and asked if there were any changes or questions. No comments or changes.

Action(s):

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Person(s) Responsible:

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Due Date(s):

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Agenda Item 3: College-Wide Initiatives

Presenter: Greg Cisewski

Discussion:

- Updated Wildly Important Goals for the college: Increase 3-year graduation rate from 42-50%,

increase full time enrollments from 2799 to 3058 and streamline college-wide processes to increase the safety, sophistication and efficiency of learning and work environments, all by 6.30.22.

- Despite the COVID disruption, 85% of students completed 8-week courses and 83% of students complete 16-week courses for spring 2020. NTC was able to safely reopen this fall. 50% of classes are online, 25% are hybrid and 25% are face to face. Most of our classes are face to face. Sanitizing, clean in clean out, wearing masks and taking temperature every day are some of the steps that are being taken to keep everyone safe.
- Our division changed to 12-week courses (instead of 16 weeks) for fall 2020 so we will be done with face-to-face classes by Thanksgiving.
- New programs of Business Operations, Civil Engineering Technology, Crop Scout, Early Childhood Teacher, Human Resources, Hospitality Specialist, Law Enforcement in the 21st Century, Liberal Arts Transfer, Paralegal, Supply Chain Specialist and Veterinarian Technician.
- Equity and inclusion-5 new presidential commitments from WTCS. Sustained conversations on systemic racism and policy reform, focus on equity in student access and success, use data to close equity gaps, review hiring and retention policies and increase transparency.
- We are expecting budget cuts from the state, but we have prepared a lean, balanced budget to try to ensure we are best situated to weather difficult financial circumstances of the State.
- Proposing a change from soft skills to success skills to streamline non-technical skill assessment in academics and co-curricular. The change will be from 7 soft skills to 4 success skills.
- NTC has numerous programs for student support including Timberwolf Table, Peaceful Solutions Counseling, Timberwolf Learning Commons, CARES Act direct student funding, "It's In Our Jeans" employee giving campaign and student scholarships.

Action(s): • N/A	Person(s) Responsible: •	Due Date(s):
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Agenda Item 4: Instructional Area/Program

Presenter: NTC Faculty and Committee

Discussion:

- **CLUB UPDATES:** Charl VanDerNest updated the committee on the student club. State competition is moving to online competition, national is moving toward an online competition as well. National was scheduled to be in Madison this year. This is usually a very hands-on competition, we were afraid students would not want a virtual club. The college does not want anyone to travel, no big conventions allowed. NTC currently has 41 students that want to compete and is holding the 1st annual online meeting on Zoom tonight with a few guest speakers.
- **PROGRAM ENROLLMENT/GRADUATE REPORT:** Vet Science-23 Crop Science-7 Dairy Science-14 Agri-Business-9. Next summer we will not have a summer start, as we are going to switch over to Vet Tech next fall. We are not getting to capacity in other programs, only Vet Science. Many students double major, jump from one program to another, so it hard to keep an accurate count.
- **CURRICULUM/ASSESSMENT-**Our school is looking at curriculum all the time and doing program modifications. We are currently making some big changes with changing Vet Science to Vet Tech.
- **VET TECH PROGRAM UPDATE-DISCUSS IACUC COMMITTEE-**We plan on moving to Vet Tech in fall 2021. The Vet Tech program is more rigorous, but allows for a higher level position in a veterinary clinic. Sarah & Elizabeth are the faculty that are working on this transition. We will need an IACUC (Institutional Animal Care & Use Committee), separate from advisory, to oversee how we will handle our animals (adequate housing, space, food, and enrichment at the farm) and providing animals time to rest while not using one animal too much. This committee needs to have people other than staff that are at the institution for animal welfare standards. Should this new committee proceed this committee advisory meeting or should it be held at a different day/time? Would anyone like to be part of this committee? Contact Bobbi or Greg or to find out more information, or if you know people that would

be good choices to be on the committee, please let us know.

- **SMALL ANIMAL HANDLING SKILLS**-Sarah and Elizabeth explained that one concern was making sure that students have hands on small animal handling. They have easy access to cattle, but have limited small animal access. COVID has put a damper on this, hoping to get into the shelters for more access to small animals. Putting shelter partners into the new curriculum, currently using staff and student animals to practice handling and restraint. Employers want handling and restraint as a day one skill.
- **INSURANCE AS PART OF THE AGRI-BUSINESS CURRICULUM**-Need to determine if that is something we should be doing in the Agri-Business and Crop Science Programs. Currently no classes for crop insurance or adjusting are in the program. Advisory committee members thought this would be a wonderful idea, it was never really considered before. Faculty would like some assistance setting the curriculum for the class to ensure graduates have the knowledge employers want. This is not a degree on its own, but would be a good class. According to Chad, 85%+ of crops have insurance on them and it is a need for crop adjusters, corn soybeans, cranberries, potatoes, pretty much everything. A class like this would be a good fit for this program. USDA programs are complicated and hard for people to understand, would be good to include in curriculum. General sales curriculum too. Sly mentioned County offices, programs, UW-Extension, there would be a real need for it. Committee agreed that this would be a good class to develop curriculum for and the program should move forward with a program modification.
- **PROGRAM MODIFICIATIONS**-Greg shared the program modifications sheet. Committee approved. Chad mentioned to the committee to think about a name for the new insurance class, it probably will be a 54 hours class and cover quite a wide variety of information.
- **VIRTUAL FIELD DAY**-Usually bring people into the farm, some of this is tied into our grants-SARE & NRCS. With COVID that is not possible, we are creating a virtual field day. Working with NTC's marketing department & all agriculture staff to develop 'B roll' video and then we will put something together with voice overs and make videos. This is a great opportunity to build a library of 5-15 minute videos for everything at the farm. Adding videos so when we can't bring students to the farm, we can send them videos for in class viewing (dual credit) or even on You Tube. Hopefully this will get students interested in our farm. We want 30+ videos of things we are doing at the farm. It is a challenge to keep the recruitment going when we are not allowed to have students come to the farm, but all colleges are having the same issues.
- **NCR-SARE GRANT** -Need a separate advisory committee and chair for this grant. Crops focus, cover crops & nutrient mgmt. Please reach out to Bobbi or Greg. C2A3 is a consortium with 9 colleges across the Midwest that are similar to us. We work together to get different grants, they will be doing the same virtual field day and videos as NTC. The hope is to share libraries, so we can see how they do the same thing in Iowa or Nebraska. Hope to meet face to face next year, the conference would be in Western Minnesota. NRCS cooperative agreement-will be putting in some apple trees and working with Pheasants Forever to put in a pollinator plot and native grasses where the Utilities field has encroached on part of the field so it is not able to be worked with equipment. There will be grass walkways from the parking lot to the plots with signage in the future.
- **BUSINESS & INDUSTRY:** Brad Gast explained what the Business and Industry Division can do for employers. Brad showed the committee the NTC.edu website page regarding Career Skill Paths. If employees are missing a certain skill or trying to work their way to management, they are able to take specific classes. "Up-skilling" Individual online module taken from our Technical Diplomas. With this approach you can build toward an actual certificate or diploma. Leadership Development is now open and fully online. Receive a skill badge that can be posted to LinkedIn. Human Resource Management, Lean Organizations and Supervision coming soon.

INDUSTRY TRENDS:

Chad-with the pandemic they have done more virtual meetings than in the past and used more technology. The industry was a roller coaster, but industry is still strong and growing.

Melissa-unusual year, but business was still there. Seeing a lot more students reaching out directly earlier on and asking about opportunities at their business. Scholarship potential, careers, etc. Staff discussed how many students use Tech Connect/Handshake. There are different rules NTC has to abide by, can't talk about job openings unless they are posted to Handshake. Once you have posted this position, need someone with these skills, then you can contact us. Melissa stated they never saw much traction before using this and wonders if there is a better way to reach those students. Do we have placement numbers from students that just graduated? They are having struggles finding employees. Not worried about tech skills as much as wanting the job and to come to work. Sales skills work in every section of their employment. They currently have openings, but they are not posted on Handshake. Could we do a virtual career fair to show the opportunities they are offering? Ag kids have a better work ethic, easier to work for their company when you know the industry. Need to increase their relationship and recruit more students from the technical colleges. This year is a challenge.

Greg-Ag careers video-all partners could drop in and highlight a little of their business. Career at the end of the training type thing.

Kevin-their HR uses Tech Connect/Handshake, not sure if they get anything out of it. They have tech positions open at every location, sales rep Wausau, openings in St. Point. There was a 7-8 week stretch where they had no applicants. Looking to hire in almost every store right now.

Ed-have tried Handshake in the past and not much success, their biggest success has come from Indeed and agcareers.com. They have no current postings on Handshake. Facebook, Indeed and internal. Not enough feedback from Handshake and Tech Connect.

Chad-Merrill has a large work study program. Sees postings for that a lot and maybe that is an option.

Greg-YA program, he is on the steering committee with 24 different school districts. Virtual open house coming up at the end of the month. Faculty will be online to talk to any possible students that have questions. This same group toured through transportation programs last year. We would like to offer the same experience for our ag programs at the farm if/when possible.

Ed-has NTC thought about honey bees & pollination study? The thought has crossed our mind with pollination plot. Nervous about putting a honey bee hive on our campus w/ a concern of allergies. Maybe partnership with a neighbor? There is a 100-150 people Beekkeeper CE conference every year. Also two spin off programs-Bee Keeping At Home-for summer and they had to be cancelled until 20-21. Steve stated his class went to a cranberry marsh where the owner spends \$40-50K to bring hives in to do pollination in spring time every year.

Farm updates-Corn forage chopped off and we have some ripe corn which will be harvested soon and is new to our farm. More concrete was poured for feed storage, almost all feed is now on cement. Hopefully filling in the last gap next year. Switched from balage to haylage for better processing of our feed. Cows are milking pretty good, next cow due to calve is the first part of November. In May there will be 10-12 calving. A Robot is approved for this coming year's capital budget. We are getting plans laid in place on how to get new one in place and still milk cows. Foot bath-want a new foot bath, but not sure on type. The Vector feeding robot is working well, the Discovery collectors are having issues. We have also separated the farm team to alternating schedules due to COVID-19. Staff are working 11 hour days trying to keep people separate and limiting contact with each other.

Action(s):	Person(s) Responsible:	Due Date(s):
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Agenda Item 5: Future Agenda Discussions/Next Meeting Date & Time

Presenter: Greg Cisewski/Committee

Discussion:

- *The next Advisory meeting –not scheduled, hopeful for face to face.*

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