

“Northeast Iowa Community College provides accessible, affordable, quality education and training to meet the needs of our communities.” NICC Mission Statement

**Northeast Iowa Community College
Advisory Meeting Minutes
Agriculture Business
Wednesday, March 20th 4 p.m.
Dairy Robotic Conference Room**

- I. Call to Order
 - a. Voting Members Present: John Finley - Iowa Corn Growers, Randee Hemeseth, Dale Luzum - Farmers Union Coop, Alex McCabe - CUSB Bank, Jake Rechkemmer - Innovative Ag, Corey Tieskoetter - Farm Credit
 - b. Non-Voting Members Present: Chris Carlson - NICC CTE Dean, Jerome Fulsass - J & J Farms, Nate Gebel - NICC Instructor, Tad Mueller - NICC Instructor, Eileen Schlawin - NICC Administrative Assistant
 - c. Members Absent: Rob Bohr - Ag Vantage FS, Matt Gaul, Steve Golombowski - Farmers Feed & Grain, Melissa O'Rourke - Iowa State Extension, Bob Sobolik - Five Star Coop, Kyra Bellrichard - NICC Business Community Solutions, Melissa Hageman - South Winneshiek High School, Sherry Massman - NICC Academic Advisor
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order and welcomed everyone.
- III. Advisory Committee Review: Tad gave an overview of the role of the Committee.
- IV. Approval of Minutes: Tad reviewed the September 19th meeting minutes. There were no recommended changes, and minutes were declared approved.
- V. Old Business
 - a. Certificate Programs: The Agriculture Office Technician, Crop Advisor, and the Agronomy Custom Application certificates were put on suspension due to the overlap within the new Agronomy and Crop Science degree as well as low student enrollment in the certificates.
- VI. Program Assessment and Statistical Data
 - a. Student Learning Dashboards: Tad gave an overview of the Dashboards which is a tool faculty and staff can use to see enrollment and demographic information College wide, within Career Clusters, and specific program areas.
 - b. Current Enrollment Data: For summer/fall 2019, there are two students accepted for the summer term and ten students accepted for the fall term. Tad shared the pending graduate list. There 17 students currently signed up to graduate with the Ag Business degree, but Nate and Tad said there are a few more that have not signed up yet.
 - c. Annual Key Program Indicator Report: The College has chosen some key areas to collect yearly data on. This helps keep track of the strengths and weaknesses of a program, and faculty are able to try and correct weaknesses before they become detrimental to the program. The Ag Business data shows strong numbers in employment outlook, enrollment trends, retention, award production, and Advisory Committee participation. The only area that needs improvement is the response rate to End-of-Course Evaluations. In face-to-face

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courses, Tad sets class time aside for students to complete the survey, but it is more difficult to encourage online students to take the survey.

- d. Board/Certification Pass Rates: There are no required exams/certifications, but classes prepare students to take the Pesticide Application exam, CCNA exam, and the Drone Licensing exam.
- VII. Employer Updates
- a. Rande: The FSA Agency has a few job openings currently, one being at the Fayette office.
 - b. Jerome: Farmers are looking for help, but some positions require specific skills and training.
 - c. Jake Rechkemmer: Innovative Ag is having trouble finding employees that have their CDL. Jake also stated that knowledge of Excel spreadsheets is huge. Innovative Ag has job openings all over.
 - d. Alex McCabe: Alex stated that there are a ton of openings within the banking industry.
 - e. Corey Tieskoetter: Corey stated that technology knowledge and people skills is everything.
 - f. Dale Luzum: There are currently four to six openings just in the agronomy department.
 - g. John Finley: Bremer County has started an Ag School for community members to learn more about farming. There are six two to two and a half hour classes, with invites to visit farms to see them in operation. The idea is to have those that attend the classes share what they learned within their communities.
- VIII. New Business
- a. Curriculum
 - i. Education Plan: Tad reviewed the changes made to the Precision Ag education plan. Fundamentals of Soil Science replaced Introduction to Computer Business Applications.
 - ii. Curriculum Map: Tad reviewed the Ag Business Curriculum Map, which shows how the program courses correlate with the Program Learning Outcomes and Aspects of Industry.
 - iii. Guided Pathways: A Guided Pathway are courses offered through the non-credit side of the college that ladder into the credit side. Students can take identical courses at a faster rate, and students can go directly into the field. If students then want to earn their full degree, the courses they completed can be directly transferred into the credit side. The Committee discussed if this would be possible to implement in the future. Jake stated that he is seeing more non-traditional people coming into the business that are being trained within a few weeks after obtaining the job.
 - b. Course Guide Review
 - i. AGB:333 Applied Farm Financial Management: Nate gave an overview of the course. There were no recommended changes made at the time of the meeting.
 - ii. AGA:223 Grain Management: Tad gave an overview of the course. This is a new course. Jake stated that this course would be a good course to make into a non-

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- credit pathway course. There were no recommended changes made at the time of the meeting.
- iii. State-Wide Common Course Proposals: There is an initiative to have a common set of core agriculture courses among all of the Iowa community colleges. There is also a state-wide initiative for an articulation agreement with Iowa State University on transfer degrees in Ag Business, Animal Science, and Agronomy. The anticipated timeframe for the articulations to be in place is fall 2020
- c. Policies and Procedure Changes: NA
- d. Technology and Equipment: Currently the program has two drones, and just got a new laptop computer that can process and stitch the photos from the drone. There is a request in to purchase an Ag Leader Simulator. Tad would like to upgrade ArcGIS to ArcGIS Pro, but would need the current computer lab to be updated before the software can be supported.
- e. Student/Industry Engagement (Internships, Job shadows, etc.): There are 15 students that will be going out on their Ag Business internship this spring.
- f. Other (Accreditation, etc.)
 - i. Advisory Committee Survey: Everyone received a survey, if members can please take some time to fill them out.
 - ii. SARE Grant: SARE supports education in agriculture. With this grant the College is able to create curriculum on manure management and soil conservation. This is a three-year grant and the last two years of the grant will be providing seminars, meetings and workshops.
 - iii. Ag Sales Class: Tad asked the group to help participate in student sales presentations playing the role of their customer.
- IX. College Updates: The College is looking into developing a mentoring program to support students who are in a non-traditional program. I.e. females in agriculture, males in cosmetology etc.
- X. Good of the Order: NA
- XI. Next Meeting Date: Fall 2019
- XII. Adjournment: Tad thanked everyone for their time and adjourned the meeting.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agriculture Business
Dairy Center Robotic Conference Room
September 25, 2019 4 p.m.**

- I. Call to Order
 - a. Voting Members Present: John Finley – Iowa Corn Growers, Randee Hemesath, Melissa O’Rourke – Iowa State Extension and Outreach, Jake Rechkemmer – Innovative Ag Services
 - b. Non-Voting Members Present: Melissa Hageman – South Winneshiek High School, Sherry Massman – NICC Academic Advisory, Alex McCabe – CUSB Bank, Tad Mueller – NICC Instructor, Kathleen Nacos-Burds – NICC Vice President of Learning and Student Success, Jessica Reis – NICC Cresco Center Director, Eileen Schlawin – NICC Administrative Assistant
 - c. Members Absent: Rob Bohr – AgVantage FS, Jerome Fulsaa – J & J Farms, Matt Gaul, Steve Golombowski – Farmers Feed & Grain Company, Dale Luzum – Farmers Union Cooperative, Bob Sobolik – Five Star Cooperative, Corey Tieskoetter – Farm Credit, Jeff Henry – NICC Instructor
- II. Welcome and Introduction of Members and Guests: Tad began the meeting by welcoming everyone and thanking them for their attendance.
- III. Advisory Committee Review: The members were provided a copy of the Advisory Charter. Tad gave an overview of the role of the Committee.
- IV. Approval of Minutes: Tad went through the minutes with the Committee. Under Old Business – Certificate Programs, the wrong programs were listed as being suspended. The minutes should be updated to list Agriculture Office Technician, Crop Advisor and Agronomy Custom Application as being put on suspension. The Committee approved the minutes with the recommended changes.
- V. Old Business
 - a. Update on State-wide transfer degrees: The College is working with other state administrators on these degrees, and they should be available to students starting fall 2020.
 - b. SARE Grant: This is a grant that was given as a part of consortium of nine mid-western community colleges. This grant will support the development of curriculum and field-days. In October, the College is partnering with the Borlaug Farm to offer a field day to local high schools. There will also be field-days for producers and consumers.
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: Tad gave an overview of the Student Learning Dashboards. This is a tool faculty and staff can use to view real-time enrollment data. Additional discussion was held on marketing of the program and how the College markets that the program is available 100% online.

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- b. Current Enrollment Data: Currently there are 56 students enrolled in the Ag Business program, with 20 of those students double majoring in another program. There are four students who have declared the Ag Finance certificate, and one student who has declared the Precision Ag certificate. There were 17 graduates in the spring of 2019.
 - c. Annual Key Program Indicator Report: There will be new information at the spring meeting. The report that was reviewed at the spring meeting showed a need to increase the number of students taking the end of course evaluation. This is difficult, as the majority of students are online, so it is harder to get students to take the survey.
 - d. Board/Certification Pass Rates: There are no required certifications, although students get the information needed to take the Certified Crop Advisor Exam, Pesticide Application Exam, and the Drone Licensing Exam.
- VII. Employer Updates
- a. John Finley: There is a trade agreement between the North American countries that is currently waiting to be approved by the House. They have also been working with the EPA and the White House trying to get the Renewable Fuel Standard straightened out.
 - b. Melissa H.: There is a shortage of ag teachers within the high schools, and there are currently two positions open within the district. Melissa gets call from community members a few times a week looking for high school workers.
 - c. Jessica: Jessica has heard that the agriculture industry has the ability to gather a vast amount of data, but the industry does not have anyone to analyze the data. Jessica feels there is a lot of opportunity with this. Kathy stated that the non-credit programming is implementing a business analytic certificate that could bridge over to credit programming.
 - d. Melissa O.: Within the next few months there will be about eight different meetings surrounding the 2018 Farm Bill.
 - e. Alex: The bank is getting geared up for the harvest season, will be doing a lot of farm visits, and checking marketing plans. There is still a high demand for ag lenders.
 - f. Jake: Innovative Ag have spreadsheets what is coming out of dryers every hour, and the goal is to be at 15% when it goes to the processor. This helps to provide a profit sharing visual for employees. The agronomy department will be going to a central dispatch for all of their agronomy machines. Soil Map software was purchased to help track all of the information allowing employees to easily access the information all in one spot.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
- a. Curriculum
 - i. Education Plan: Tad reviewed the educational plan. Jake questioned what ways the program will grow with the industry over the next few years, as the industry is growing and changing quickly. One of the roles of the Committee is to help identifying these changes and ways to implementing them into the program. It was recommended to review the Ag Selling course guide at the spring advisory meeting.
 - ii. Curriculum Map: NA

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iii. Guided Pathways

1. The College has a grant to implement guided pathways. A Pathway lays out a pathway in grade school to high school to community colleges to transfer degrees and on and off ramps to jobs. There are classes in agriculture and business that are taught in the high schools. NICC’s job is to layout the pathways, so students can see where the courses they are taking fit. In addition to Future Ready Iowa, there is a huge work-based initiative to have high schools students have exploratory and experiential experiences in pathways of interest. There are over 220 classes in the high school that come into College programs. The College is starting to put the building blocks of the pathways together, so courses seamlessly come into programs. This will happen over a two-year period and will involve 26 high school districts.
 2. There was discussion around NICC students transferring courses to Iowa State University and completing within four years. The main focus for students is to connect with their high school counselors early on and work with their local community college to map out a clear path of courses to take that will transfer seamlessly.
- b. Course Guide Review: The Committee reviewed the course guides, and there were no recommended changes made at the time of the meeting.
 - i. AGP:333 Precision Farming Systems
 - ii. AGA:381 Crop Scouting
 - c. Policies and Procedure Changes: NA
 - d. Technology and Equipment
 - i. Ag Leader Simulator: This was purchased, but Tad has been having software issues and has not been able to use it yet.
 - ii. Soil Health Test Plot: Tad has been using the drone in conjunction with Sentara software to take vegetative index photos of the College test plot. Tad reviewed the latest data that was collected.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): There were 15 students that went on internship in the spring, and 18 students in the summer.
 - f. Other (Accreditation, etc.): The Agriculture Business program is up for a five-year program review. This will take a comprehensive look into the program and will show ways that the College can continue to grow and improve the program.
- X. College Updates: NA
 - XI. Good of the Order: NA
 - XII. Next Meeting Date: March 2020
 - XIII. Adjournment

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agriculture Business
Teleconference
Tuesday, March 17th 4 p.m.**

- I. Call to Order Voting
 - a. Members Present: Melissa O'Rourke – Iowa State Extension and Outreach, Dale Luzum – Farmers Union Cooperative, Corey Tieskoetter – Farm Credit
 - b. Non-Voting Members Present: Sherry Massman – NICC Academic Advisory, Tad Mueller – NICC Instructor, Chris Carlson – NICC Dean, Kristi Creek – NICC Administrative Assistant
 - c. Members Absent: John Finley – Iowa Corn Growers, Randee Hemesath, Jake Rechkemmer – Innovative Ag Services, Rob Bohr – AgVantage FS, Jerome Fulsaas – J & J Farms, Matt Gaul, Steve Golombowski – Farmers Feed & Grain Company, Bob Sobolik – Five Star Cooperative, Jeff Henry – NICC Instructor, Melissa Hageman – South Winneshiek High School, Alex McCabe – CUSB Bank, Jessica Reis – NICC Cresco Center Director,
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:05 p.m.
- III. Advisory Committee Review: NA
- IV. Approval of Minutes: Dale made a motion to approve the minutes, and Melissa seconded. Motion carried.
- V. Old Business: NA
- VI. Program Assessment and Statistical Data
 - a. Program Website: NA
 - b. Current Enrollment Data: Currently there are 54 Agriculture Business students. Around half of those students are double majored in Agronomy, Beef, and Dairy also. There are a total of 130 students in all the Ag programs combined.
 - c. Annual Key Program Indicator Report: These are data points the College has identified as key points for each program. The only area the College would like to see improvement in for Ag Business is the response to the end-of-course survey. As a lot of these courses are offered online, it is difficult to encourage students to complete this survey. Tad gave students more reminders in the fall semester, put more emphasis on the importance of it, and was able to bring the response rate up.
 - d. Board/Certification Pass Rates: NA
- VII. Employer Updates
 - a. Dale: Dale stated the Agronomy department is where they need help the most.
 - b. Corey: There is a strong need in the agriculture industry.

11/29/2022

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- c. Melissa: Melissa has been busy hosting farm bill meetings, and they have had over 500 attendees overall. One of the topics that was showcased was Farm Stress and Suicide Prevention. Farm Succession is also a topic they have been working with producers on.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
 - a. Curriculum
 - i. 2020-2021 Education Plan: There was one revision to the fall semester of the second year. Animal Health was removed, and replaced with the Livestock Nutrient Management course.
 - ii. Curriculum Map: NA
 - iii. Guided Pathways: NA
 - b. Course Guide Review: The Committee felt that these were great courses, and there were no recommendations for change.
 - i. AGB:235 Introduction to Ag Markets
 - ii. AGB:245 Agriculture Risk Management
 - c. Policies and Procedure Changes: NA
 - d. Technology and Equipment: NA
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Sara is working on helping students line up their internships.
 - f. Other (Accreditation, etc.)
 - i. Advisory Committee Survey: Kristi emailed the survey to everyone, and will mail a hard copy if members prefer to fill it out that way. Any feedback the Committee can provide is greatly appreciated.
- X. College Updates: The remodeling in Peosta is starting, this was funded through the bond levy. The state will be requiring Career and Technical programs to implement credentialing into programs. The College is working with each program to identify program specific certifications for students to obtain. At this time due to COVID-19, the College will be going to all online courses through April 10th and faculty have been working on converting their classes and coming up with plans to meet lab requirements with their students.
- XI. Good of the Order
- XII. Next Meeting Date: September 2020
- XIII. Adjournment: Tad adjourned the meeting at 4:45 p.m.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agriculture Business**

Zoom: <https://nicc.zoom.us/j/96408902188>

Phone: 646.846.9923 **Meeting ID:** 964 089 02188

September 23, 2020, 4 p.m.

- I. Call to Order
 - a. Members Present: Jerome Fulsaa - J & J Farms, Kent Ulwelling - A&K Feed and Grain, Alex McCabe - CUSB Bank
 - b. Non-Voting Members Present: Melissa Hageman - South Winneshiek High School, Melissa O'Rourke - Iowa State Extension, Jessica Reis - NICC Cresco Center Director, Sherry Massman - NICC Academic Advisor, Bruce Bearinger - NICC Academic Dean, Tad Mueller - Agriculture Instructor, Kristi Creek - NICC Administrative Assistant,
 - c. Members Absent: John Finley - Iowa Corn Growers, Matt Gaul, Randee Hemesath, Jake Rechkemmer - Innovative Ag, Bob Sobolik - Five Star Cooperative, Jeff Henry - NICC Science Instructor
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:01 p.m.
- III. Advisory Committee Review: Tad reviewed key points of the Advisory Committee Charter with the committee.
- IV. Approval of Minutes: Tad reviewed the minutes from the March 17th meeting. There were no corrections, and the minutes were declared approved.
- V. Old Business
 - a. Update on State-Wide Transfer Degrees: NICC now has four state-wide transfer degrees, listed below. NICC will provide the first two years of the degree, and students will be able to finish the last two years at a state four-year college, in particular Iowa State University. Students are taking mostly general education courses while at NICC. There is currently one student in Agriculture Education who plans to transfer to Iowa State University. The College also has a really good articulation with Upper Iowa University where NICC provides most of the Agricultural Business courses.
 - i. Agriculture Business
 - ii. Agriculture Education
 - iii. Agronomy
 - iv. Animal Science
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: Tad reviewed the College's enrollment dashboards. The College met 86% of the enrollment goal for this fall. There are currently 118

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students enrolled in agriculture programs, which is the 5th largest enrolled cluster in the College.

- b. Current Enrollment Data: There are 58 students enrolled in the Agriculture Business program, and 20 of those students have Agriculture Business listed as a second major. There are 11 high school students enrolled in courses taught by NICC faculty. There are various high schools that have faculty teaching NICC courses. Additionally, there are eight students enrolled in Agronomy classes, 30 students in Farm Management classes, and 70 students in Animal Science classes within the high schools. Enrollment numbers over all the agriculture/animal science programs have been slowly declining over the past five years, although the decline in the Ag Business program has been minimal. This is particularly true when you consider the students with double majors.
 - c. Annual Key Program Indicator Report: NA
 - d. Board/Certification Pass Rates: NA
- VII. Employer Updates
- a. Jerome: As a farmer, he continues to see the need for seasonal help. Jerome also recently received a call from a bank asking if he'd consider coming out of retirement. Some parts of the industry are desperate to fill jobs. Banks are looking for employees who have an agricultural background and not necessarily a banking background.
 - b. Melissa H.: Melissa continues to hear from local producers looking for seasonal help. Things are going well at the high school. Students are online and face-to-face alternating weeks, and there are also about $\frac{1}{3}$ of the students who are 100% online. Melissa is trying to ensure students are still getting the hands-on content while still trying to adequately teach the students who are learning online.
 - c. Melissa O.: Melissa also continues to hear of help needed. Employers need to know that it is important to advertise on platforms where potential employees will be looking and need to consider advertising on social media too. When Melissa is visiting with employers she often asks what their starting wage is and stresses the importance of having a competitive starting wage. Especially when they can get a job at a convenient store or in food services that offer a higher starting wage.
 - d. Jessica: Jessica works for a marketing consulting firm on the side, and agrees with Melissa's comments on using social media in their marketing strategies. Jessica has also seen an uptick of digital lending opportunities especially where labor shortages are.
 - e. Alex: Alex continues to get calls from headhunters looking for ag lenders. Alex stated that he has not seen a lot of digital lending in his area, but has seen an increase in family farms hiring their own CPA.
 - f. Kent: Kent sees many opportunities within the industry, and felt that it is important that the curriculum keeps up with the industry.
- VIII. Sector and Regional Planning Board Reports: NA

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IX. New Business

a. Curriculum

- i. Agriculture Business Education Plan: Tad reviewed the 2020-2021 educational plan.
- ii. Curriculum Map: NA
- iii. Guided Pathways: NA

b. Course Guide Review

- i. AGA:375 Integrated Crop Management: Tad reviewed the course guide objectives with the Committee. Tad recommended to update a couple objectives under Map Creation. Jerome made a motion to approve the changes, and Melissa seconded the motion. Motion carried.
- ii. AGA:159 Livestock Nutrient Management: Tad reviewed the course guide objectives with the Committee. Jessica questioned if there is discussion within the course on how to properly communicate with neighbors, other producers, and consumers. Melissa also questioned if they talk about creating action plans in case of a spill or overflow that outlines what they are going to do, who they need to contact, and if they know who to contact at the DNR. Dan Lane is the instructor for this course, and Tad will bring the comments to him to consider talking about during the course.

c. Policies and Procedure Changes: NA

d. Technology and Equipment: Tad requested funding for iPads this school year, but with COVID the request was not approved. Tad will be making the request again for 2021-2022.

e. Student/Industry Engagement (Internships, Job Shadows, etc.): Internships are scheduled for mid-April. With COVID, it made it a little more difficult for students to complete their internships. All students were able to complete their internship over the summer. Kent stated that they hosted an intern this summer and it was a good experience all around.

f. Other (Accreditation, etc.)

- i. Last Dollar Scholarship: The program is an in-demand program, and Iowa students enrolled in the program qualify for the scholarship which will cover any expenses above what their other financial aid doesn't cover.
- ii. NRCS Grant: Tad reviewed the soil tests that were conducted through the grant. This will be ongoing research that will happen over the next few years.

X. College Updates:

- a. March 23rd the College went 100% online for the rest of the spring semester due to COVID. This did affect some student grades. The fall semester classes have moved to more of a hybrid method, while on campus masks are required, plexiglass dividers have been installed in classrooms which have also been set up according to social distance guidelines, and faculty and staff have increased

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disinfecting procedures. Faculty are front-loading their lab classes, so there will be less make-up if the College would have to move online again.

- b. In June, Bruce was hired as the Dean of Agriculture, Animal Science and Transportation. This is the first time the agriculture department has had a specific dean. This is an effort from the College to ramp up and enhance programming in these areas. The department has two new faculty members, Sara Schaefer is now over Beef and teaches various agricultural management and finance courses. Dr. Anne-Kristi Lee has joined the Large Animal Veterinary Technician program. Bruce is also looking to build a “bench” of potential adjunct faculty.
 - c. The College will be going through a five-year accreditation visit at the beginning of October.
 - d. All community colleges in Iowa are working to have common course outcomes and descriptions to help streamline transfer agreements.
 - e. Bruce is looking into creating an industrial hemp certificate. Bruce will share a fact-sheet with the Committee. *Fact sheet attached. Certified Watershed Agronomist, Water Quality Edge of Field Technician, and Bruce would also like to explore articulating with Upper Iowa in some way with their Conservation program.
 - f. Bruce has been in contact with all of the high school ag teachers to review the programming that is happening at NICC. Bruce has some recommendations to better facilitate the collaboration with high schools. Bruce will also be in contact with other agricultural businesses over the next few months.
- XI. Good of the Order: NA
 - XII. Next Meeting Date: March 2021
 - XIII. Adjournment: The meeting was adjourned at 5:47 p.m.

Industrial Hemp Fact Sheet

History

- Industrial Hemp was a staple crop in Iowa before the turn of the last century.
- In the early 1900's, we had the first, "War on Drugs". During this process, wealthy industrialists lobbied to bundle and connect industrial hemp with marijuana.
- As a result of the legislation, Industrial hemp along with marijuana was classified as a schedule 1 narcotic.
- Even though industrial hemp is not a narcotic, its production was banned in all the United States until we entered WWI. Industrial hemp was brought back to make rope, tarps, uniforms, toilet paper, and about 20 other products for the war effort.
- Production was again ramped up during WWII.
- Not long after WWII those same wealthy industrialists, afraid of post war competition, lobbied to start another "War on Drugs" and the Schedule 1 narcotic status of industrial hemp was reinstated.
- In Iowa most of the industrial hemp was raised in a swath from Mason City to Dubuque as we have the climate, soil and topography well suited to hemp cultivation.
- In the last Farm Bill, industrial hemp was removed from the schedule 1 narcotics list and a system was developed to allow states to pass laws that would allow the cultivation of industrial hemp.
- Once the law was passed, states would apply to the USDA their DALs. If approved, production could begin the next growing season.

Current Iowa Situation and Outlook

- Iowa has passed hemp legislation and it is now law in Iowa.
- The USDA has accepted our application.
- There is an application with fees.
- Each applicant is limited to 40 acres.
- Successful applicants who raise a crop must have the crop tested to ensure that it has less than 3% THC.
- Profit potential is between \$250 and \$300 per acre.
- The Iowa Department of Agriculture and Land Stewardship strongly recommend securing a production contract with a reputable company before raising a crop.
- The governor recently signed into law a bill that will allow processing and product production industry in Iowa.
- There are currently 14 applicants in the NICC's eight county and surrounding area.

Resources

- State Entomologist Robin Pruisner at Robin.Pruisner@iowaagriculture.gov or 515-725-1465.
- IDALS Hemp Website <https://iowaagriculture.gov/hemp>
- Iowa Hemp Association Legislative Liaison Meg Malloy 515-321-5825, mvmalloy83@gmail.com
- President of the Iowa Hemp Association Chris Disbro 515-988-1620
- Iowa Hemp Association website <https://ihempiowa.com/>
- Shane Mairet is the instructor in charge of the new hemp program at Muscatine Community College.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agriculture Business
March 24, 2021, 4:00 p.m.**

**This meeting was recorded for internal purposes.*

- I. Call to Order
 - a. Voting Members Present: John Finley-Iowa Corn Growers, Jake Rechkemmer-Innovative Ag, Bob Sobolik-Five Star Cooperative, Ken Ulwelling-A&K Feed and Grain
 - b. Non-Voting Members Present: Bruce Bearinger-Dean of Agriculture, Animal Science, and Transportation, Kristi Creek-NICC Administrative Assistant, Sherry Massman-NICC Academic Advisor, Tad Mueller-NICC Agriculture Instructor, Melissa O'Rourke-Iowa State Extension, Jessica Reis-NICC Cresco Center Director
 - c. Members Absent: Jerome Fulsaa-J&J Farms, Matt Gaul, Randee Hemesath, Alex McCabe-CUSB Bank, Melissa Hageman-South Winneshiek High School, Jeff Henry-NICC Science Instructor,
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:02 p.m.
- III. Advisory Committee Review: Tad gave a brief overview of the role of the committee.
- IV. Approval of Minutes: Tad reviewed the September 23rd meeting minutes. There were no comments on the minutes and they were declared approved as read.
- V. Old Business
 - a. COVID-19 Update: Tad gave an update on NICC's COVID mitigation efforts. NICC continued with a hybrid model and limited classes on campus for the spring semester. Tad has two face-to-face courses this semester, and has the option for students to Zoom into the class if they cannot be on campus, and has had good attendance. This was also beneficial for days affected by weather conditions. The College plans to return to full in person classes for the fall 2021 semester.
 - b. Grants Update: Tad updated the group on the SARE and NRCS grants. With the NRCS grant, there will be a field day in June, and the plan is to have a face-to-face, on campus event. Bruce updated the group on the Conservation Innovation Grant through C2A3, which looks at two major factors, partnering with the Foundation on their Net Zero initiative, and manure management, water quality, and soil health.
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: NA
 - b. Current Enrollment Data: There are currently 51 students in the Agriculture Business program either as their primary or secondary major. There are a total of 96 students enrolled in agriculture and animal science programs this term, which is down around 50 students from the previous spring terms. Bruce explained several initiatives that he is exploring to help increase enrollment throughout all programs within the department.
 - c. Annual Key Program Indicator Report: Tad reviewed the report, which outlines key data points of the program such as employment outlook, enrollment trends, graduation rates,

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survey responses, and advisory meeting attendance. Total program enrollment was the only area recognized as needing improvement.

- d. Board/Certification Pass Rates: There are no required certifications in the program, however there are courses within the program that prepare students for their custom applicator certification, drone operator’s license, and the certified crop advisor certification.
- VII. Employer Updates
- a. Kent: A&K is looking for an applicator. Kent stated there are plenty of opportunities for students within the industry.
 - b. John: Farmers have seen good and bad out of COVID, but overall attitudes have remained positive. There have been a lot of conversations over carbon practices. A few of the major Iowa commodity organizations have been focusing on the Iowa BioFuels standard set forth by the governor. The idea is to increase the use of ethanol in fuels.
 - c. Melissa: Melissa shared that there are opportunities out there for students, but the need to not only have the technical skills, but it is necessary that they have strong soft skills as well.
 - d. Jessica: Jessica reiterated that soft skills are important for students to have especially so they can properly address some controversial topics within the industry. She expressed that the need for certificates to train students in additional skills would be a great opportunity.
 - e. Bob: Bob agreed that some major topics in the industry are soil health, microbiology of soils, and carbon credits. Precision technology is another big area in the industry. Five Star has been looking for agronomy administration people that have basic knowledge of the industry.
 - f. Jake: Jake shared that at Innovative Ag they use a predictive index that determines personality and key traits to find people who have the key skills that will help them be successful, and then training them in the areas of the agriculture industry that they need to know.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
- a. Curriculum
 - i. Education Plan: Tad gave an overview of the current education plan.
 - ii. Curriculum Map: NA
 - iii. Guided Pathways: Bruce shared that the College is working on a new pathway to boost entry-level positions in the agronomy area. The College will start by piloting a career certificate program in the Oelwein Community School district.
 - b. Course Guide Review: Tad reviewed the course guides. There were no comments made about the courses.
 - i. GIS:111 - Introduction to Geographical Information Systems
 - ii. AGA:154 - Fundamentals of Soil Science
 - c. Policies and Procedure Changes: The College did review the UAV Policy to ensure that it is up-to-date, and within the Agriculture department, high school instructors are no longer

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required to have their master’s degree to teach concurrent courses, however it is recommended.

- d. Technology and Equipment: There are no major equipment plans for next year. Tad did put in a request for iPads for the classroom. Since Tad is retiring in 2022, he does not want to purchase a lot.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Students will be going out on their internships in a few weeks. There was discussion around students learning skills in alternative interview situations, such as Zoom and phone interviews and the importance of flexibility in those situations.
 - f. Other (Accreditation, etc.)
 - i. [Advisory Committee Survey](#): Kristi emailed the survey to everyone, and will mail a hard copy if members prefer to fill it out that way. Any feedback the Committee can provide is greatly appreciated.
- X. College Updates
- a. A Dean of Advanced Manufacturing, Industrial Technology, and Computer Science, Mark Gerein, was hired in November. Mark and Bruce’s positions used to be combined in one district-wide position, and due to the high workload, that position was moved to two.
 - b. NICC had a visit from the Higher Learning Commission (HLC), NICC’s accrediting body, in October. Next year the Department of Education will visit the college for a review.
 - c. Graduation will take place face-to-face at Upper Iowa University in May with COVID precautions in place.
 - d. The College is exploring some new program opportunities, which include a 2+2 Conservation Agronomist program with Upper Iowa University (UIU), as well as an Agriculture Education program with UIU, and a reinstatement of the AS Pre-Vet degree. There was interest from the advisory committee to have credit and non-credit certificates available for those already working in the industry trying to pick up an additional knowledge base.
- XI. Good of the Order: Sherry shared Last Dollar Scholarship stats for the College which was available starting in the 2019-2020 school year. This is a scholarship available only to Iowa residents. This year there are 65% percent of eligible students who are receiving these funds for the 2020-2021 school year.
- XII. Next Meeting Date: September 2021
- XIII. Adjournment: Tad adjourned the meeting at 5:51 p.m.

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**Northeast Iowa Community College
Agriculture Business
Advisory Meeting Minutes
Thursday, September 23, 2021, 4 p.m.**

**Dairy Center Robotic Conference Room R100
OR**

**Zoom: <https://nicc.zoom.us/j/86303470375>
Phone: 301.715.8592 Meeting ID: 863 0347 0375**

[*This meeting will be recorded for internal purposes only.](#)

- I. Call to Order
 - a. Voting Members Present: John Finley-Iowa Corn Growers, Alex McCabe-CUSB Bank
 - b. Non-Voting Members Present: Melissa Hageman-South Winneshiek High School, Tad Mueller-NICC Agriculture Instructor, Bruce Bearinger-NICC Dean, Agriculture, Animal Science and Transportation, Kristi Creek-NICC Academic Assistant, Sherry Massman-NICC Academic Advisor
 - c. Members Absent: Jack Rechkemmer-Innovative Ag, Jerome Fulsaa-J&J Farms, Kent Ulwelling-A&K Feed & Grain, Randee Hemeseth, Bob Sobolik-Five Star Cooperative, Jeff Henry-NICC Science Instructor, Jessica Reis-NICC Center Director
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4 p.m.
- III. [Advisory Committee Charter Review](#): Tad reviewed the charter and highlighted the key roles of the committee.
- IV. [Approval of Minutes](#): Tad reviewed the minutes from the March 24, 2021 meeting.
- V. Old Business: NA
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: NA
 - b. Current Enrollment Data: Currently there are 44 students who have Ag Business as their primary major and another 9 students who have it as their second major. There are a total of 104 students enrolled in agriculture and animal science programs, and NICC has met their enrollment goal for the fall term.
 - c. Annual Key Program Indicator Report: This data was reviewed at the spring meeting, and new data will be available for the spring 2022 meeting.
 - d. Board/Certification Pass Rates: There are no required certifications in the program, but students are prepared to take the drone license, applicator license, and CCA certification upon program completion.

- VII. Employer Updates

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- a. John Finley: Iowa Corn has a lot going on in DC. Currently they are working on the Next Generation of Fuels act. This will give automakers another option than having to switch to all electric vehicles. Locally they are still working with the governor on the Iowa Fuel Standard. Harvest is coming on and it looks like it will be a good crop. John will be retiring at the end of the month.
 - b. Alex McCabe: Over the last year and a half banks have been busy and have been expanding on the lending side, and there are still quite a few job openings. Cresco added a credit analyst position to put together the numbers and presentation, and the loan officer takes on more of a sales role and approves the final numbers.
 - c. Melissa Hageman: At the high school level, they are just getting back into the swing of things, and trying to do as much hands-on work as they can do at the high school level.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
- a. Curriculum
 - i. [Education Plan](#): Tad reviewed the education plan with the committee.
 - ii. Curriculum Map: NA
 - iii. Guided Pathways: NA
 - b. [Course Guide Review](#): Bruce gave an overview of the changes that were made to all course guides. All courses were put onto a new course guide form, which now includes a 6.3 Blooms Domain Level. All of the 8.0's were updated with appropriate Bloom's verbs. All competencies were kept the same. John Finley is in agreement with the changes made.
 - c. Policies and Procedure Changes: NA
 - d. Technology and Equipment: Tad shared that the program was approved to purchase iPads that will have a GPS chip, so students can use them with the drones and other precision agriculture applications. These will be shared among all agriculture programs to advance the technology within the programs.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Internships went well, COVID interfered a little bit, but they were better than last year.
 - f. Other (Accreditation, etc.): NA
- X. College Updates
- a. The college continues to manage COVID cases as they arise on campus.
 - b. Through C2A3 the college has applied for the CIG grant through the NRCS. With the grant, the college will be working with the Dairy Center to put two automated water testing units on the creek. This will provide continuous water monitoring year round. The first year will provide a baseline, and in the second year the Dairy Center will change things to see if the concentration of nitrogen phosphorus changes.
 - a. Dr. Wee is retiring in June, and a hiring committee has started the process to bring on a new president.
 - c. Sherry shared that there are 22 Ag Business students receiving funds this fall. They are receiving anywhere from \$2050 to \$3500. There are a total of 35 agriculture students, and

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448 total NICC students overall receiving the scholarship, with the majority being in a health related program. With a total of \$758,834 being disbursed. The state has given every indication that this scholarship will continue.

- XI. Good of the Order: NA
- XII. Next Meeting Date: March 2022
- XIII. Adjournment: The meeting was adjourned at 4:40 p.m. Since a quorum was not present at the meeting curriculum items will be emailed out for a vote from the committee.

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**Northeast Iowa Community College
Agriculture Business
Advisory Meeting Minutes
Thursday, February 24, 2022, 4 p.m.**

**Dairy Center Robotic Conference Room
OR**

Zoom: <https://nicc.zoom.us/j/85382428416>

Phone: 301.715.8592 Meeting ID:853 8242 8416

****This meeting will be recorded for internal purposes only.***

- I. Call to Order
 - a. Voting Members Present: Alex McCabe-CUSB Bank, Kent Ulwelling-A&K Feed and Grain
 - b. Non Voting Members Present: Bruce Bearinger-NICC Dean, Kristi Creek-NICC Academic Assistant, Melissa Hageman-South Winneshiek High School, Sherry Massman-NICC Academic Advisor, Tad Mueller-NICC Instructor, Bob Sobolik-Five Star Cooperative
 - c. Members Absent: Jerome Fulsaa, Randee Hemesath, Jeff Henry-NICC Instructor, Jake Reckemmer-Innovative Ag
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:02 p.m.
- III. [Approval of Minutes](#): Tad reviewed the minutes. There were no recommendations for change, and were declared approved.
- IV. Program Assessment and Statistical Data
 - a. Program Dashboards: This is an internal tool that is used to show real time enrollment data. The College is at 91% of their spring enrollment goal. The Agriculture and Animal Science cluster is the fourth largest at the college with an overall 106 students. Agriculture Business is the second largest program within the cluster.
 - b. Current Enrollment Data: Currently there are 46 students in the Agriculture Business program, and 11 of those students are double majoring in another program.
 - c. Annual Key Program Indicator Report: Tad reviewed the AKPI. This provides various data points on the program. Employment outlook, enrollment, retention, and award production continue to be strong. Areas for improvement in the program are end of course evaluation responses.
 - d. Board/Certification Pass Rates: There are no required certifications in the program. Although students will have courses that prepare them for the Certified Crop Advisor certification, the Commercial Applicator exam, and the drone licensing exam.
- V. Employer Updates
 - a. Kent: Technology is really huge, and equipment continues to improve everyday. The Carbon Market is a new hot topic in the business, and it requires a fair amount of knowledge to have that work the best. A&K recently hired three employees, and is looking for one more along with an intern as well.

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- b. Melissa: Melissa shared that agriculture teacher shortage at the high school level is at an all time high. Upper Iowa University is starting an Agriculture Education program. Melissa has been helping get that started, and will be teaching a course in the program.
 - c. Alex: The banking industry is seeing some competition with other industries on wages, however CUSB has been able to keep their staff pretty well. There have been a lot of retirements in the field, and there are a lot of younger loan officers out there right now. There continue to be a lot of openings in the field.
 - d. Bob: There continues to be an applicator shortage. They are currently short eight applicators. They have revamped their base pay, and are trying to make the position more attractive. Communication skills continue to be weak. Five Star is working with another cooperative to possibly hire a conservation specialist.
- VI. New Business
- a. Curriculum
 - i. Education Plan
 - 1. [Proposed Changes](#): Tad reviewed changes that were made to the education plan and were approved through email in order to accommodate the curriculum for the crop insurance option.
 - 2. [Crop Insurance Option](#): The College was approached by a nationwide crop insurance company, Zurich, seeking help to build up their adjuster program. Within Zurich’s apprenticeship program, they are wanting their students to obtain their two-year degree. This option will only be available to those select students in partnership with Zurich. Tad reviewed the adjusted Agriculture Business education plan that will be used for this agreement.
 - b. Course Guide Review: Tad reviewed both course guides. Bob commented that taxes and succession planning should be covered within the program somewhere if they are not in these programs specifically.
 - i. [AGB:330 Farm Business Management](#)
 - ii. [AGB:333 Applied Farm Financial Management](#)
 - c. Policies and Procedure Changes
 - i. Tues./Thur. Synchronous Online Courses: The courses for the Crop Insurance Ag Business option will only be offered Tuesdays and Thursdays synchronously (live) online.
 - d. Technology and Equipment
 - i. IPADS: The iPads have been received. The computer department is working to get them loaded and ready for use.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Students are getting their spring and summer internships lined up.
 - i. Other (Accreditation, etc.)

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1. National Signing Day: Thursday, March 31st, 10 a.m.: National Signing Day is a mirror of sports signing day, where students entering a career and technical program sign a letter of intent. This year’s Calmar event will feature the following programs. Ag Business, Ag Finance, Agronomy, Beef, Dairy, Auto Tech, John Deere, Vet Tech, Carpentry, and Electrical. All advisory members are invited to attend the ceremony to help welcome our incoming students.
 2. [Advisory Committee Survey](#): This survey is sent to the committee annually. The feedback from the survey helps the program to ensure that they are in line with industry standards.
- f. College Updates: The College hired a new president, Dr. Herbert Ridel. He will start in July. Sherry shared that fall registration will begin April 11th. Student Services have also seen communication going backwards and preferring to communicate more electronically. Students are also expressing more concern around mental health issues, which is something they haven't been able to articulate as well in the past.
 - g. Good of the Order: NA
 - h. Next Meeting Date: September 2022
 - i. Adjournment: The meeting adjourned at 5:19 p.m.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agronomy and Crop Science
Tuesday, March 19th 4 p.m.
Dairy Robotic Conference Room**

- I. Call to Order
 - a. Voting Members Present: Shawn Dettmann - USDA NRCS, John Finley - Iowa Corn Growers, Brian Lange - ISU Extension, Lisa Kubik - National Corn Growers Soil Health Partnership, Bob Sobolik - Five Star Coop, Pat Tekippe - Farmers Union Coop, James Wendel - J & S Ag
 - b. Non-Voting Members Present: Chris Carlson - NICC Dean, Kristi Creek - NICC Administrative Assistant, Melissa Hageman - South Winneshiek High School, Sherry Massman - NICC Academic Advisor, Tad Mueller - NICC Instructor
 - c. Members Absent: Alex Kluesner - Ag Vantage FS, Kurt Krauskopf - Krauskopf Pumping Service, Nikki Meyer - Pioneer Hybrids, Rick Tafoya - USDA NRCS, Kyra Bellrichard - NICC Business Community Solutions
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4 p.m. by thanking everyone for attending.
- III. Advisory Committee Review: Tad reviewed the role of the Committee.
- IV. Approval of Minutes: Tad gave a brief overview of the fall 2018 minutes. There were no objections to the minutes. They stand as read.
- V. Old Business: NA
- VI. Program Assessment and Statistical Data
 - a. Student Learning Dashboards: Tad gave an overview of the Dashboards which is a tool faculty and staff can use to see enrollment and demographic information College wide, within Career Clusters, and specific program areas.
 - a. Current Enrollment Data: Currently there are six potential students for the 2019-2020 school year. There was discussion on different ways to market the program. Currently there are four students enrolled in the program.
 - b. Annual Key Program Indicator Report: NA
 - c. Board/Certification Pass Rates: There are three possible certifications that students can take, but students are not required to take them for the program.
- VII. Employer Updates:
 - a. Lisa: Soil Health is growing and looking for more people. She feels the industry is growing.
 - b. Rob: Five Star is looking into a good succession plan. They have been having a lot of turn over, and are looking for a more diversified employee.
 - c. Pat: There is always a demand for custom applicators and seasonal. They do have a sales opening currently as well.
 - d. Shawn: NRCS normally hires interns/pathway students. This year 22 vacancies were advertised across Iowa. To be converted to a soil conservationist you need to have a four-year degree and meet the requirements. Shawn stated that students with a 2.5 cumulative GPA from a qualified school are eligible to apply for the internship.

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- e. John: In talking to producers and business there is still a need for employees with a commitment to work.
 - f. James: James is seeing a need for employees in all areas of agriculture.
- VIII. New Business
- a. Curriculum
 - i. Education Plan: Tad reviewed the educational plan. There were no comments on the education plan.
 - ii. Curriculum Map: Tad reviewed the Agronomy Curriculum Map, which shows how the program courses correlate with the Program Learning Outcomes and Aspects of Industry.
 - b. Guided Pathways: A Guided Pathway are courses offered through the non-credit side of the college that ladder into the credit side. Students can take identical courses at a faster rate, and students can go directly into the field. If students then want to earn their full degree, the courses they completed can be directly transferred into the credit side.
 - c. Course Guide Review
 - i. AGA:114 Principles of Agronomy: Tad gave an overview of the course. Iowa State is changing their Agronomy course. Tad is looking into the changes to see if changes need to be made to this course. The Committee felt that the textbook should be kept even though it is costly. They felt it was a good investment that they have used beyond college. They Committee also noted that plant breeding could be taken out.
 - ii. AGA:283 Pesticide Application Certification: Tad gave an overview of the course. There were no recommended changes at the time of the meeting.
 - d. Policies and Procedure Changes: NA
 - b. Technology and Equipment: Currently the program has two drones, and just got a new laptop computer that can process and stitch the photos from the drone. There is a request in to purchase an Ag Leader Simulator. Tad would like to upgrade ArcGIS to ArcGIS Pro, but would need the current computer lab to be updated before the software can be supported.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): All agronomy students have internships for the spring.
 - f. Other (Accreditation, etc.)
 - i. Advisory Committee Survey: Everyone received a survey, if members can please take some time to fill them out.
 - ii. SARE Grant: SARE supports education in agriculture. With this grant the College is able to create curriculum on manure management and soil conservation. This is a three-year grant and the last two years of the grant will be providing seminars, meetings and workshops.
 - iii. Ag Sales Class: Tad asked the group to help participate in student sales presentations playing the role of their customer.
- II. College Updates: Chris stated that the College is continuing to move forward with implementing Competency Based courses. The College is looking into developing a mentoring program to support students who are in a non-traditional program. I.e. females in agriculture, males in cosmetology etc.
- III. Good of the Order: NA
- IV. Next Meeting Date: Fall 2019
- V. Adjournment: Tad thanked everyone for their time and adjourned the meeting at 5:15 p.m.

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**Northeast Iowa Community College
Advisory Meeting Agenda
Agronomy/Crop Science
Dairy Robotic Conference Room
Thursday, September 26, 2019 4 p.m.
Via Teleconference**

Dial-In Number: 1.866.685.1580, Conference Code: 2022356758

- I. Call to Order
 - a. Voting Members Present: John Finley – Iowa Corn Growers, Brian Lange – Iowa State Extension, Pat Tekippe – Pioneer,
 - b. Non-Voting Members Present: Chris Carlson – NICC Dean, Melissa Hageman – South Winneshiek High School, Sherry Massman – NICC Academic Advisor, Tad Mueller – NICC Instructor, Kristi Creek – NICC Administrative Assistant
 - c. Members Absent: Shawn Dettmann – USDA NRCS, Alex Kluesner – AgVantage FS, Kurt Krauskopf – Krauskopf Pumping and Service, Lisa Kubik – National Corn Growers Soil Health Partnership, Nikki Meyer – Pioneer Hybrids, Bob Sobolik – Five Star Cooperative, Rick Tafoya – USDA NRCS, James Wendel, Matt Simon – NICC Instructor
- II. Welcome and Introduction of Members and Guests: Tad welcomed everyone to the meeting and called the meeting to order at 4 p.m.
- III. Advisory Committee Review: Tad gave an overview of the Advisory Committee Charter and reviewed the roles of the Committee.
- IV. Approval of Minutes: John made a motion to approve the minutes and Pat seconded. Motion carried.
- V. Old Business
 - a. Update on State-Wide Transfer Degrees: On a state-wide basis, community colleges are looking at commonalities with Iowa State University to come up with four ag related transfer degrees. These transfer degrees will be in place for fall 2020.
 - b. SARE Grant: This is a grant that was given as a part of consortium of nine mid-western community colleges. This grant will support the development of curriculum and field-days. In October, the College is partnering with the Borlaug Farm to offer a field day to local high schools. There will also be field-days for producers and consumers.
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: Tad gave an overview of the Student Learning Dashboards. This is a tool faculty and staff can use to view real-time enrollment data.
 - b. Current Enrollment Data: Last year the program started with four students and this year there are six new students. A majority of students in the ag programs come to NICC due to word-of-mouth as apposed to marketing efforts of the College.
 - c. Annual Key Program Indicator Report: Since the program is still new there is no data to review. The data from the first year of the program should be available at the spring meeting.

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- d. Board/Certification Pass Rates: There are no required certifications, although students get the information needed to take the Certified Crop Advisor Exam, Pesticide Application Exam, and the Drone Licensing Exam. The Committee feels that these are good certifications to have, but should not be required to have to graduate.
- VII. Employer Updates
 - a. John stated that the Soil Health partnership continues to move ahead and are getting a lot more outside partners. Iowa Corn is not happy with the producer meetings that they are having, as attendance is typically low.
 - b. Pat explained that there are elaborate data companies out there that farms can buy into to store and analyze their data with the understanding that their data stay confidential.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
 - a. Curriculum
 - i. Education Plan: Tad reviewed the educational plan with the group. There was discussion on dropping Plant Physiology and expanding Integrated Crop Management to bring in more technology applications and data analytics.
 - ii. Curriculum Map
 - iii. Guided Pathways
 - b. Course Guide Review
 - i. AGP:333 Precision Farming Systems: There were no recommendations for change made at the time of the meeting.
 - ii. AGA:381 Crop Scouting: It was recommended to add the use of phone applications into the course.
 - c. Policies and Procedure Changes: NA
 - d. Technology and Equipment
 - i. Ag Leader Simulator: This was purchased, but Tad has been having software issues and has not been able to use it yet.
 - ii. Soil Health Test Plot: Tad has been using the drone in conjunction with Sentara software to take vegetative index photos of the College test plot. Tad reviewed the latest data that was collected.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): NA
 - f. Other (Accreditation, etc.): The Agriculture Business program is up for a five-year program review. This will take a comprehensive look into the program and will show ways that the College can continue to grow and improve the program.
- X. College Updates: NA
- XI. Good of the Order: NA
- XII. Next Meeting Date: March 2020
- XIII. Adjournment

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agronomy and Crop Science
Tuesday, March 31st 4 p.m.
Via Teleconference**

Dial –In Number: 1.866.685.1580, Conference Code: 2022356758

- I. Call to Order
 - a. Voting Members Present: John Finley-Iowa Corn Growers, Brian Lange-ISU Extension
 - b. Non-Voting Members Present: Kristi Creek-NICC Administrative Assistant, Chris Carlson-NICC CTE Dean, Melissa Hageman-South Winn High School, Sherry Massman-NICC Academic Advisor, Tad Mueller-NICC Agronomy Instructor
 - c. Members Absent: Shawn Dettmann-USDA NRCS, Alex Kluesner-AgVantage FS, Kurt Krauskopf-Krauskopf Pumping Service, Lisa Kubik-National Corn Growers Soil Health Partnership, Nikki Meyer-Pioneer Hybrids, Bob Solbolik-Five Star Cooperative, Rick Tafoya-USDA NRCS, Pat Tekippe-Pioneer, James Wendel, Matt Simon-NICC Science Instructor
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:04 p.m.
- III. Advisory Committee Review: NA
- IV. Approval of Minutes: Tad reviewed the fall 2019 minutes. The state-wide transfer degrees were approved, and will be available starting in the fall of 2020. John made a motion to approve the minutes, and Brian seconded. Motion carried.
- V. Old Business: NA
- VI. Program Assessment and Statistical Data
 - a. Program Website <https://www.nicc.edu/academics/programs/agronomy-and-crop-science>
 - b. Current Enrollment Data: Currently there are 13 students enrolled in the program. Most students are also double majoring in Ag Business. These numbers are encouraging for being in the second year of the program.
 - c. Annual Key Program Indicator Report: Tad reviewed the spreadsheet. Tad is tracking areas that were noted as needing improvement. Those areas are enrollment, retention, and end of course survey results. Some of these results are due to the newness of the program. These data points give a wide overview of the program and helps determine areas for improvement within the program.
- VII. Board/Certification Pass Rates: Tad encourages students to get their drone pilot certification, no students took that exam this year. Another exam students are encouraged to take is the Certified Crop Advisor exam. Students are interested, but want to wait until they start their careers before they take the exam. The final exam they are encouraged to take is the Custom Applicator exam. The four Iowa students have all passed the Core at least the 1a exam. Two of the four Minnesota students have taken and passed their exam.

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VIII. Employer Updates

- a. John Finley: Along with everyone else, they are adjusting to conducting business in other ways. They are finding uneasiness and frustrations among farmers overall.
- b. Brian Lange: Within Extension, they are still trying to fill positions, but there be budget reductions. Within the industry there is still a need to fill open positions, which the busy time is starting to pick up.
- c. Melissa Hageman: South Winn is closed as well. The concurrent courses were already online, so those are proceeding as usual. Per Iowa legislation, all other courses can give assignments, but they cannot be graded or have due dates. Melissa is trying to keep in contact with the students and keep up the sense of community up.

IX. Sector and Regional Planning Board Reports: NA

X. New Business

a. Curriculum

- i. 2020-2021 Education Plan: Tad reviewed the new educational plan. There were no changes within the first year of the program. Plant Physiology was removed, as many of those same concepts are covered in Plant Biology. The College also had difficulty finding an instructor to teach Plant Physiology. Then, Public Speaking was moved to the fall to make the spring load lighter.
- ii. Curriculum Map: NA
- iii. Guided Pathways: NA

b. Course Guide Review: The Committee felt that these were great courses, and there were no recommendations for change.

- i. AGB:235 Introduction to Ag Markets
- ii. AGB:245 Agriculture Risk Management

c. Policies and Procedure Changes: NA

d. Technology and Equipment: Tad did put in a request for some iPads for the 2020-2021 school year.

e. Student/Industry Engagement (Internships, Job shadows, etc.): There are six students who are on internships this spring, and there are a couple waiting to take their internship or already have it completed.

f. Other (Accreditation, etc.)

- i. Advisory Committee Survey: Kristi emailed the survey to everyone, and will mail a hard copy if members prefer to fill it out that way. Any feedback the Committee can provide is greatly appreciated.

XI. College Updates: The remodeling in Peosta is starting, this was funded through the bond levy. The state will be requiring Career and Technical programs to implement credentialing into programs. The College is working with each program to identify program specific certifications for students to obtain. At this time due to COVID-19, the College will be going to all online courses through April 10th and faculty have been working on converting their classes and coming up with plans to meet lab requirements with their students.

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- XII. Good of the Order: Sherry stated that Admissions has started offering virtual visits. Starting the 2020-2021 school year, incoming Agronomy students with an Iowa residency will qualify for the Last Dollar Scholarship. Students need to have their FAFSA turned in by July 1st to qualify.
- XIII. Next Meeting Date: September 2020
- XIV. Adjournment: Tad adjourned the meeting at 4:36 p.m.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agronomy**

Zoom: <https://nicc.zoom.us/j/96408902188>

Phone: 646.846.9923 **Meeting ID:** 964 089 02188

September 22, 2020, 4 p.m.

- I. Call to Order
 - a. Voting Members Present: Angie Mohs - USDA NRCS, Trevor Kapustynski - Osage Cooperative, Joshua Michel - ISU Extension, Chad Phillips - Nutrien Ag Solutions
 - b. Non-Voting Members Present: Bruce Beringer - NICC Dean, Melissa Hageman - South Winneshiek High School, Sherry Massman - NICC Academic Advisor, Tad Mueller - NICC Ag Instructor, Kristi Creek - NICC Administrative Assistant
 - c. Members Absent: Nolan Hageman, Alex Kluesner - AgVantage FS, Rick Tafoya - USDA NRCS, James Wendel, Matt Simon - NICC Science Instructor
- II. Welcome and Introduction of Members and Guests: Tad welcomed everyone and called the meeting to order at 4:01 p.m.
- III. Advisory Committee Review: Tad reviewed key points of the Advisory Committee Charter with the committee.
- IV. Approval of Minutes: Tad reviewed the minutes from the March 31st meeting. No comments were made, and the minutes were declared approved.
- V. Old Business
 - a. Update on State-wide Transfer Degrees: NICC now has four state-wide transfer degrees, listed below. NICC will provide the first two years of the degree, and students will be able to finish the last two years at a state four-year college. Students are taking mostly general education courses while at NICC.
 - i. Agriculture Business
 - ii. Agriculture Education
 - iii. Agronomy
 - iv. Animal Science
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: Tad reviewed the College’s enrollment dashboards. The College met 86% of the enrollment goal for this fall. There are currently 118 students enrolled in agriculture programs.
 - b. Current Enrollment Data: There are 13 students enrolled in the Agronomy program, and four of those students have Agronomy listed as a second major. Josh questioned how many high school students were taking college-level ag courses. *Tad checked with the high school relations department, and there are eight students enrolled in Agronomy classes, 30 students in Farm Management classes, and 70 students in Animal Science classes.

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- c. Annual Key Program Indicator Report: NA
- d. Board/Certification Pass Rates: NA
- VII. Employer Updates
 - a. Josh: There has been a whirlwind of changes this year, especially with programming. Field programming and education is a large part of the business, and most of the programming has been switched over to virtual formats. This switch has helped with some of the program’s attendance. The field specialists are still doing a lot of field calls and continue to be a reliable resource for producers.
 - b. Melissa: Things are going well at the high school. Students are online and face-to-face alternating weeks, and there are also about 1/3 of the students who are 100% online. Melissa is trying to ensure students are still getting the hands-on content while still trying to adequately teach the students who are learning online.
 - c. Trevor: One challenge Trevor has seen is in working with suppliers. Suppliers are not coming into the offices or doing ride alongs. Whereas the customer base is still comfortable having them on the farm. Another big upset within the industry is on the seed side, and Trevor feels the seed industry will be changing a lot.
 - d. Chad: Chad has also been dealing with the change in how they interact with suppliers. They did shut down for a few weeks when the COVID outbreak began, but as things progressed they followed the recommendations of the state. Chad sees that the growers are becoming more connected.
 - e. Angie: They have seen similar changes, and are meeting by appointments only with mask requirements. They continue to meet producers in the field basically following the same guidelines.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
 - a. Curriculum
 - i. Agronomy Education Plan: Tad reviewed the 2020-2021 educational plan. Some long-term goals of the College include:
 - 1. Create a natural resources certificate or path in the Agronomy degree, particularly as it relates to soil health. We would also like to look into the possibility of transferring into the bachelor’s degree at Upper Iowa University.
 - 2. An ag equipment certificate where students could get certified in forklift operator, CDL, and other agricultural equipment. This could be separate from the Agronomy degree although available to students.
 - ii. Curriculum Map: NA
 - iii. Guided Pathways: NA
 - b. Course Guide Review
 - i. AGA:375 Integrated Crop Management: Tad reviewed the course guide objectives with the Committee. Tad recommended to update a couple

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objectives under Map Creation. Josh made a motion to approve the changes, and Trevor seconded the motion. Motion carried.

- ii. AGA:159 Livestock Nutrient Management: Tad reviewed the course guide objectives with the Committee.
 - c. Policies and Procedure Changes: NA
 - d. Technology and Equipment: Tad requested funding for iPads this school year, but with COVID the request was not approved. Tad will be making the request again for 2021-2022.
 - e. Student/Industry Engagement (Internships, Job Shadows, etc.): Internships are scheduled for mid-April. With COVID, it made it a little more difficult for students to complete their internships. All students were able to complete their internship over the summer. Trevor asked how the College assists students in finding internships, and Trevor stated that Osage Cooperative is interested in hosting interns. The College is looking for sites that give students the greatest opportunity covering a diverse range of tasks, and is working to try and have the annual Ag Career Fair in some format this fall which gives students an opportunity to connect with the industry and start finding those internships.
 - f. Other (Accreditation, etc.)
 - i. Last Dollar Scholarship: The program is an in-demand program, and Iowa students enrolled in the program qualify for the scholarship which will cover any expenses above what their other financial aid does not cover.
 - ii. NRCS Grant: Tad reviewed the soil tests that were conducted through the grant. This will be ongoing research that will happen over the next few years. Josh asked what the objectives of the grant are. *Attached is a copy of the proposal.
- X. College Updates:
- a. March 23rd the College went 100% online for the rest of the spring semester due to COVID. This did affect some student grades. The fall semester classes have moved to more of a hybrid method, while on campus masks are required, plexiglass dividers have been installed in classrooms which have also been set up according to social distance guidelines, and faculty and staff have increased disinfecting procedures. Faculty are front-loading their lab classes, so there will be less make-up if the College would have to move online again.
 - b. Bruce has been in contact with all of the high school ag teachers to review the programming that is happening at NICC. Bruce has some recommendations to better facilitate the collaboration with high schools. Bruce will also be in contact with other agricultural businesses over the next few months.
 - c. The College will be going through a five-year accreditation visit at the beginning of October.
 - d. All community colleges in Iowa are working to have common course descriptions and outlines.

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- e. Bruce is looking into creating an industrial hemp certificate. Bruce will share a fact-sheet with the Committee. *Attached is the fact sheet.
- XI. Good of the Order: NA
- XII. Next Meeting Date: March 2021
- XIII. Adjournment: The meeting was adjourned at 5:55 p.m.

C2A3 /NRCS Cooperative Agreement

Sub-agreement between Northeast Community College (C2A3 Fiscal Agent) and Partner Institution

Name of College: Northeast Iowa Community College

Primary Contact: (for Northeast use for grant follow up, reporting, etc.) Madeline Wagner

Email: wagnerma@nicc.edu Telephone Number: 563.277.7329

Resource Concern(s) Identified: Soil Quality – Degradation

NRCS Official Review By Whom: (name of official, title and office location) Todd Duncan, District Conservationist, NRCS, 2296 Oil Well Road, Decorah, IA 52101

Please include a narrative of 500 words or less addressing the following:

- A synopsis of what actions/projects each college plans to pursue with the NRCS funding.
- How does each participating college plan to meet the deliverables required in this project:
 - Collaborate with NRCS to develop a conservation plan. ○ Install conservation practices annually as called for in each C2A3 member institution’s conservation plan.
 - Host three field days to demonstrate the benefits of conservation practices implemented ○ Collect soil health data annually at each C2A3 member institution to measure soil health indicators (NRCS officials will help you determine what the data collection will look like).
 - Provide a summary report annually of soil health data collected to NRCS
 - Identify specifically which resource concerns (of the 47 identified by the NRCS) that a college plans to address based on initial conversations with their state conservationist.
 - Who will be involved in the implementation in terms of faculty members? ○ How will students be involved?
 - Please indicate the review and approval process that has been done by NRCS state officials

Please attach the completed budget template:

- Please explain any budget items that may not be understandable and would benefit from additional description. With each line item, show calculations, whenever possible.
- You need to complete a budget of \$53,000 of eligible expenses, and a match of at least \$53,000.
- The budget will be over 4 years – (spring 2020 through spring 2024);
- Small, minor equipment is allowed if it pertains directly to the grant scope, but please note that this will result in additional reporting requirements as NRCS will own the equipment until it is depreciated out. Or if you’d prefer, it can be counted as part of your match.
- Please do NOT include expenses that have already been incurred or will incur prior to the anticipated start date.
- Please refer to additional documentation entitled “USDA NRCS and C2A3 proposal key points” for more information

Please attached the completed 2-page PDF entitled, “FDP Subaward 3B and 3B-2”:

- Page 1 should be filled out in its entirety. Page 2, you are likely only required to complete the first two lines, but we need you to acknowledge that the section related to highly compensated officers does not apply.

500 Words or Less Description :

Northeast Iowa Community College (NICC)'s Soil Health project will provide data and demonstration Northeast opportunities on how crop rotation can impact soil health over the 4-year grant period. A 20 acre plot of land on the Calmar Campus Farm will rotate between corn and another to-be-identified crop (such as rye).

During the project period College faculty and staff will meet quarterly with the NRCS team to develop a conservation plan, plan crop rotations, discuss data collection and results, and execute outreach activities. The NICC Associate Vice President of Operations, the Farm Manager (to be hired), the Vice President of Learning and Student Success, and faculty member Tad Mueller will be primarily responsible for working with the NRCS team to develop and implement a conservation plan. Faculty members Mueller and Sara Novotny, and the Calmar Farm Manager will be responsible for overseeing the crop rotations.

Informed by NRCS guidance, NICC plans to conduct three (3) different soil tests annually during the grant period:

- 1) Haney strip tests will be conducted on 10-12 strips across the farm determined after creating a zone map. This test will include a control zone (prairie).
- 2) PLFA tests will be conducted on four (4) sites comparing a small grain area, the prairie, and two (2) corn sites.
- 3) The wet aggregate stability test will be conducted on the 12 zones.

The College will contract two (2) faculty members to conduct these tests and write an annual summary report of results to share with NRCS and to be used at outreach events. Testing practices will also be incorporated into select agricultural and science courses with students providing additional citizen science data while developing an understanding of the impact of crop rotation. These tests have been determined to be quality evaluation tools to measure soil quality and degradation.

The NRCS will host a Field Day in collaboration with the College every year of the grant (February 2021, 2022, 2023, 2024) for local producers to educate and publicize findings and impacts of the test plot and other conservation practices and technologies. NICC will also host an annual outreach event with regional high school agriculture and science teachers to strengthen educational practices and the pathway to college. An adjunct faculty member from the Dubuque area will be contracted to instruct these teachers on sampling methodology. NICC agriculture and science faculty will also be involved in these events.

This project will position the NICC farm as a best practice outreach and demonstration site. The grant will enable the College to establish a sample test plot for diverse crop rotation, strengthen the high school agriculture and science pathways, and enhance producer education.

This proposal is based on input from NRCS staff (in particular Todd Duncan, District Conservationist) at a meeting with College administration and faculty on December 4, 2019.

Industrial Hemp Fact Sheet

History

- Industrial Hemp was a staple crop in Iowa before the turn of the last century.
- In the early 1900's, we had the first, "War on Drugs". During this process, wealthy industrialists lobbied to bundle and connect industrial hemp with marijuana.
- As a result of the legislation, Industrial hemp along with marijuana was classified as a schedule 1 narcotic.
- Even though industrial hemp is not a narcotic, its production was banned in all the United States until we entered WWI. Industrial hemp was brought back to make rope, tarps, uniforms, toilet paper, and about 20 other products for the war effort.
- Production was again ramped up during WWII.
- Not long after WWII those same wealthy industrialists, afraid of post war competition, lobbied to start another "War on Drugs" and the Schedule 1 narcotic status of industrial hemp was reinstated.
- In Iowa most of the industrial hemp was raised in a swath from Mason City to Dubuque as we have the climate, soil and topography well suited to hemp cultivation.
- In the last Farm Bill, industrial hemp was removed from the schedule 1 narcotics list and a system was developed to allow states to pass laws that would allow the cultivation of industrial hemp.
- Once the law was passed, states would apply to the USDA their DALs. If approved, production could begin the next growing season.

Current Iowa Situation and Outlook

- Iowa has passed hemp legislation and it is now law in Iowa.
- The USDA has accepted our application.
- There is an application with fees.
- Each applicant is limited to 40 acres.
- Successful applicants who raise a crop must have the crop tested to ensure that it has less than 3% THC.
- Profit potential is between \$250 and \$300 per acre.
- The Iowa Department of Agriculture and Land Stewardship strongly recommend securing a production contract with a reputable company before raising a crop.
- The governor recently signed into law a bill that will allow processing and product production industry in Iowa.
- There are currently 14 applicants in the NICC's eight county and surrounding area.

Resources

- State Entomologist Robin Pruisner at Robin.Pruisner@iowaagriculture.gov or 515-725-1465.
- IDALS Hemp Website <https://iowaagriculture.gov/hemp>
- Iowa Hemp Association Legislative Liaison Meg Malloy 515-321-5825, mvmalloy83@gmail.com
- President of the Iowa Hemp Association Chris Disbro 515-988-1620
- Iowa Hemp Association website <https://ihempiowa.com/>
- Shane Mairet is the instructor in charge of the new hemp program at Muscatine Community College.

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**Northeast Iowa Community College
Advisory Meeting Minutes
Agronomy & Crop Science
March 23, 2021, 4:00 p.m.**

**This meeting was recorded for internal purposes.*

- I. Call to Order
 - a. Voting Members Present: Nolan Hageman-Pioneer Seed Sales Representative
 - b. Non-Voting Members: Bruce Bearer-Dean of Agriculture, Animal Science, and Transportation, Kristi Creek-NICC Administrative Assistant, Melissa Hageman-South Winneshiek High School, Sherry Massman-NICC Academic Advisor, Tad Mueller-NICC Agriculture Instructor
 - c. Members Absent: Trevor Kapustynski-Osage Cooperative, Alex Kluesner-AgVantage FS, Joshua Michel-Iowa State Extension, Angie Mohs-NRCS, Chad Phillips-Nutrien Ag Solutions, Rick Tafoya-NRCS, James Wendel, Matt Simon-NICC Science Instructor
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:02 p.m.
- III. Advisory Committee Review: NA
- IV. Approval of Minutes: Tad reviewed the September 22nd meeting minutes. There were no comments on the minutes and they were declared approved as read.
- V. Old Business
 - a. COVID-19 Update: Tad gave an update on NICC’s COVID mitigation efforts. NICC continued with a hybrid model and limited classes on campus for the spring semester. Tad has two face-to-face courses this semester, and has the option for students to Zoom into the class if they cannot be on campus, and has had good attendance. This was also beneficial for days affected by weather conditions. The College plans to return to full in person classes for the fall 2021 semester.
 - b. Grants Update: Tad updated the group on the SARE and NRCS grants. With the NRCS grant, there will be a field day in June, and the plan is to have a face-to-face, on campus event. Bruce updated the group on the Conservation Innovation Grant through C2A3, which looks at two major factors, partnering with the Foundation on their Net Zero initiative, and manure management, water quality, and soil health.
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: NA
 - b. Current Enrollment Data: There are currently 13 agronomy students, 9 of which are double majored. The overall agriculture and animal science enrollment for the spring semester is 96 students. This is the lowest the department has seen over the last few years.
 - c. Annual Key Program Indicator Report: Tad reviewed the report which shows key data points such as employment outlook, enrollment trends, graduation rates, survey responses and advisory committee participation. Total program enrollment and advisory committee participation were areas recognized as needing improvement.
 - d. Board/Certification Pass Rates: There are no required certifications in the program, however there are courses within the program that prepare students for their custom applicator certification, drone operator’s license, and the certified crop advisor certification.

- VII. Employer Updates
 - a. Nolan: The industry has seen a boost in commodity prices. Locally there has also seen a boost. Nolan feels the job outlook will continue to be good.
 - b. Melissa: Melissa will be picking up 7th and 8th grade agriculture next year as well as work experience courses. She will not be able to teach NICC classes, but due to the schools close proximity to NICC, she does not feel students will lose out on the opportunity to take those courses.
- VIII. Sector and Regional Planning Board Reports: NA
- IX. New Business
 - a. Curriculum
 - i. Education Plan: Tad gave an overview of the current education plan.
 - ii. Curriculum Map: NA
 - iii. Guided Pathways: NA
 - b. Course Guide Review
 - i. AGA:154 - Fundamentals of Soil Science: Tad gave an overview of the course. Nolan felt there is a lot of great information in the course. He felt students don't need a lot of information, but having a basic concept is good.
 - ii. GIS:111 - Introduction to Geographical Information Systems: Tad gave an overview of the course. There were no comments made about the course.
 - c. Policies and Procedure Changes: The College did review the UAV Policy to ensure that it is up-to-date, and within the Agriculture department, high school instructors are no longer required to have their master's degree to teach concurrent courses, however it is recommended.
 - d. Technology and Equipment: There are no major equipment plans for next year. Tad did put in a request for iPads for the classroom. Since Tad is retiring in 2022, he does not want to purchase a lot.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Students will be going out on their internships in a few weeks.
 - f. Other (Accreditation, etc.)
 - i. [Advisory Committee Survey](#): Kristi emailed the survey to everyone, and will mail a hard copy if members prefer to fill it out that way. Any feedback the Committee can provide is greatly appreciated.
- X. College Updates
 - a. A Dean of Advanced Manufacturing, Industrial Technology, and Computer Science, Mark Gerein, was hired in November. Mark and Bruce's positions used to be combined in one district-wide position, and due to the high workload, that position was moved to two.
 - b. NICC had a visit from the Higher Learning Commission (HLC), NICC's accrediting body, in October. Next year the Department of Education will visit the college for a review.
 - c. Graduation will take place face-to-face at Upper Iowa University in May with COVID precautions in place.

- d. The College is exploring some new program opportunities, which include a 2+2 Conservation Agronomist program with Upper Iowa University (UIU), as well as an Agriculture Education program with UIU, and a reinstatement of the AS Pre-Vet degree.
- XI. Good of the Order: Sherry shared Last Dollar Scholarship stats for the College which was available starting in the 2019-2020 school year. This year six Agronomy students are receiving these funds. This is a scholarship available only to Iowa residents.
- XII. Next Meeting Date: September 2021
- XIII. Adjournment: Tad adjourned the meeting at 4:54 p.m.

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**Northeast Iowa Community College
Agronomy and Crop Science
Advisory Meeting Minutes
Wednesday, September 22, 2021, 4 p.m.**

**Dairy Center Robotic Conference Room R100
OR**

**Zoom: <https://nicc.zoom.us/j/87996203757>
Phone: 301.715.8592 Meeting ID: 879 9620 3757**

[*This meeting will be recorded for internal purposes only.](#)

- I. Call to Order
 - a. Voting Members Present: Josh Michel-Iowa State Extension
 - b. Non-Voting Members Present: Tad Mueller - NICC Ag Faculty, Bruce Bearinger-NICC Dean, Ag, Animal Science, and Transportation, Kristi Creek-NICC Academic Assistant, Sherry Massman-NICC Academic Advisor
 - c. Members Absent: Matt Simon-NICC Science Instructor, Rick Tafoya-USDA NRCS, Chad Phillips-Nutrien Ag Solutions, James Wendel, Melissa Hageman-South Winneshiek High School, Nolan Hageman-Pioneer Seeds, Trevor Kapustynski-Osage Cooperative
- II. Welcome and Introduction of Members and Guests: Tad called the meeting to order at 4:07 p.m.
- III. [Advisory Committee Charter Review](#): Tad reviewed the charter and highlighted the key roles of the committee.
- IV. [Approval of Minutes](#): NA
- V. Old Business: NA
- VI. Program Assessment and Statistical Data
 - a. Program Dashboards: NA
 - b. Current Enrollment Data: Currently there are six students enrolled in the Agronomy program, three of the six have Agriculture Business as their primary major. There are a total of 104 students enrolled in agriculture and animal science programs, and NICC has met their enrollment goal for the fall term.
 - c. Annual Key Program Indicator Report: This data was reviewed at the spring meeting, and new data will be available for the spring 2022 meeting.
 - d. Board/Certification Pass Rates: There are no required certifications in the program, but students are prepared to take the drone license, applicator license, and CCA certification upon program completion.

- VII. Employer Updates: Josh shared that it has been a dynamic year across the industry. He sees people are wanting to get back to in-person events and has seen an increase in attendance at

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meetings and field days. Employers are looking for skilled and semi-skilled labor, and Josh feels that potential students are going directly into the industry. The emphasis on precision agriculture and technology based agriculture is increasing, and the younger generation is more adept with learning these skill sets. As the employment market is getting more competitive there is a need for a broader scope for education, and feels that it is good to see students double-majoring and not just taking a traditional path. Josh feels that students are demanding more diversification in their education and are wanting to have an option of a variety of courses through electives instead of the traditional track of courses.

VIII. Sector and Regional Planning Board Reports: NA

IX. New Business

a. Curriculum

- i. [Agronomy & Crop Science Education Plan](#): Tad gave an overview of the current education plan.
- ii. [Proposed Conservation Agronomist Education Plan](#): Bruce gave an overview of the proposed education plan for this new program. This program is set up to lead into a 2+2 degree with Upper Iowa University if students want to continue their education. Josh is in support of this program and felt that it will prepare students to be a well-rounded entry-level tech. Since both programs have a lot of similarities, the question was posed if the Conservation Agronomist program needs to be a stand alone program or if the college should look at a way to combine both programs. Josh felt that the Conservation Agronomist program needs to be a stand alone program on its own.
 1. [Proposed Agronomic Watershed Management Course](#): Bruce reviewed the proposed course guide. Josh felt that this is an excellent course and addresses the hot topics that have had a lot of attention recently. Josh is in support of adding this course.
 2. [Proposed Soil Health Lab Course](#): Tad reviewed the proposed course guide. Josh felt this course addresses all of the main points of healthy soil, how to take proper samples, and what goes into the health of soil. Josh is in support of adding this course and believes students need more hands-on type labs like this.
- iii. Curriculum Map: NA
- iv. Guided Pathways: NA

- b. [Agronomy Course Guide Review](#): Bruce gave an overview of the changes that were made to all course guides. All courses were put onto a new course guide form, which now includes a 6.3 Blooms Domain Level. All of the 8.0's were updated with appropriate Bloom's verbs. All competencies were kept the same. Josh is in support of all of the changes that were made.

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- c. Policies and Procedure Changes: NA
 - d. Technology and Equipment: Tad shared that the program was approved to purchase iPads that will have a GPS chip, so students can use them with the drones and other precision agriculture applications. These will be shared among all agriculture programs to advance the technology within the programs.
 - e. Student/Industry Engagement (Internships, Job shadows, etc.): Tad felt that all of the internships went well this year, and the students had good experiences.
 - f. Other (Accreditation, etc.): NA
- X. College Updates: The college continues to manage COVID as cases arise on campus. Dr. Wee is retiring in June, and a hiring committee has started the process to bring on a new president. South Winneshiek high school is proposing to their constituents to build a new high school which will be located next to campus. The bond referendum will go to vote in November. Sherry shared that four Agronomy students are receiving the Last Dollar Scholarship this fall. Awards range from \$250 to the full amount of their tuition. There are a total of 35 agriculture students, and 448 total NICC students overall receiving the scholarship, with the majority being in a health related program.
- XI. Good of the Order: NA
- XII. Next Meeting Date: March 2022
- XIII. Adjournment: Tad adjourned the meeting at 5:04 p.m. Since a quorum was not present at the meeting curriculum items will be emailed out for a vote from the committee.

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**Northeast Iowa Community College
Agronomy and Crop Science
Advisory Meeting Minutes
Wednesday, February 23, 2022, 4 p.m.**

Dairy Center Main Building Room 111
OR

Zoom: <https://nicc.zoom.us/j/89898911587>
Phone: 301.715.8592 Meeting ID: 898 9891 1587
**This meeting will be recorded for internal purposes only.*

- I. Call to Order
 - a. Voting Members Present: Joshua Michel-Iowa State Extension
 - b. Non-Voting Members Present: Bruce Bearinger-NICC Dean, Kristi Creek-NICC Academic Assistant, Melissa Hageman-South Winneshiek High School, Sherry Massman-NICC Academic Advisor, Tad Mueller-NICC Instructor
 - c. Members Absent: Nolan Hageman, Trevor Kapustynsk-Osage Cooperative, Chad Phillis-Nutrien Ag Solutions, Matt Simon-NICC Instructor, Rick Tafoya-NRCS, James Wendel
- II. Welcome and Introduction of Members and Guests: The meeting was called to order at 4:03 p.m.
- III. [Approval of Minutes](#): Tad reviewed the minutes from the fall meeting, and they were declared approved.
- IV. Program Assessment and Statistical Data
 - a. Program Dashboards: This is an internal tool that is used to show real time enrollment data. The College is at 91% of their spring enrollment goal. The Agriculture and Animal Science cluster is the fourth largest at the college with an overall 106 students.
 - b. Current Enrollment Data: Currently there are 10 students in the Agronomy program, and seven of those students are double majored in Agriculture Business.
 - c. Annual Key Program Indicator Report: Tad reviewed the AKPI. This provides various data points on the program. Employment outlook and award production continue to be strong. Areas for improvement in the program are enrollment, retention, and end of course evaluation responses.
 - d. Board/Certification Pass Rates: There are no required certifications in the program. Although students will have courses that prepare them for the Certified Crop Advisor certification, the Commercial Applicator exam, and the drone licensing exam.
- V. Employer Updates
 - a. Melissa Hageman: In the high school they are currently focusing on record books and proficiency. The green house will be opening up soon, and they will have vegetables and annuals available in the spring.
 - b. Josh Michel: Josh shared that they have been busy providing continuing education for certifications, and have been putting on several soil fertility workshops around the region in response to rising fertilizer costs.
- VI. New Business
 - a. Curriculum

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- i. Education Plan
 - 1. [Conservation Agronomist Program](#): Bruce shared the approved education plan for the new Conservation Agronomist program. This program will feature a new Agronomic Watershed Management course, and a Soil Health Lab course. This program will start in the fall of 2022. This is geared more toward students who want to move to a government related field at a tech level. The College is working on a 2+2 agreement with Upper Iowa University for students to continue on after NICC.
 - 2. [Crop Insurance Ag Business Option](#): The College was approached by a nationwide crop insurance company, Zurich, seeking help to build up their adjuster program. Within Zurich’s apprenticeship program, they are wanting their students to obtain their two-year degree. This option will only be available to those select students in partnership with Zurich. Tad reviewed the adjusted Agriculture Business education plan that will be used for this agreement.
 - ii. Guided Pathway: [Agronomy Tech](#): Tad shared the pathway that has been created for Agronomy. This shows a clear path for a student wanting to go into Agronomy. The path details what courses a student should take in high school, and options for them after high school. Going into either a Career Pathway Certificate on the non-credit side, or into a credit degree program.
- b. Course Guide Review
 - i. [AGA:159 Livestock Nutrient Management](#): Tad reviewed the course guide. There were no recommendations for change at the time of the meeting.
- c. Policies and Procedure Changes
 - i. Tues./Thur. Synchronous Online Courses: The courses for the Crop Insurance Ag Business option will only be offered Tuesdays and Thursdays synchronously (live) online.
- d. Technology and Equipment
 - i. IPADS: The iPads have been received. The computer department is working to get them loaded and ready for use.
 - ii. Ag Leader Simulator: This is a monitor that would be in a tractor, and provides an opportunity for students to learn how to use it before getting in a tractor.
- e. Student/Industry Engagement (Internships, Job shadows, etc.): Students are currently working on lining up all of their internships for the spring and summer semesters.
- f. Other (Accreditation, etc.)
 - i. National Signing Day: Thursday, March 31st, 10 a.m.: National Signing Day is a mirror of sports signing day, where students entering a career and technical program sign a letter of intent. This year’s Calmar event will feature the following programs. Ag Business, Ag Finance, Agronomy, Beef, Dairy, Auto Tech, John Deere, Vet Tech, Carpentry, and Electrical. All advisory members are invited to attend the ceremony to help welcome our incoming students.

“Northeast Iowa Community College provides in-demand education and training focused on improving lives, driving business success and advancing community vitality.” NICC Mission Statement

- ii. [Advisory Committee Survey](#): This survey is sent to the committee annually. The feedback from the survey helps the program to ensure that they are in line with industry standards.
- II. College Updates: Bruce shared that the College hosted a Soil Health workshop in partnership with the NRCS. There were approximately 85 people in attendance, and the College hired its next president, Dr. Herbert Ridel. Dr. Ridel will start in July. Within the Ag and Animal Science department, an online Animal Science certificate has been developed, and a 2+2 program with Iowa State is being developed for animal science degrees. Sherry shared that new student registration will begin on April 11th.
- III. Good of the Order: NA
- IV. Next Meeting Date: September 2022
- V. Adjournment: The meeting was adjourned at 5:17 p.m.