

NC State University August 2016 State Report
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NC Budget Issues: We may experience a 2+% internal cut from the University to pay for other activities including cluster hires. The legislature is funding a 1.5% recurring salary adjustment this summer and a 0.5% one-time bonus in October.

Agent Compensation: Like most everyone, we are looking the impact of FLSA changes on our employees. We are working on a career ladder for agents that will provide more than 2 planned (non COL) pay increases over their years with us. How to compensate agents who receive advanced degrees is part of this discussion.

Specialists Engagement: We have re-emphasized Departmental Extension Leaders with defined stipends and a new job description. Extension, Research, and the Dean's office are working together to replace all high mileage trucks over the next 2 years.

Strategic Plan: Our strategic staffing plan was fully implemented as of July 1, 2016. The final pieces were accounting goals regarding county and state sharing and the hiring of 8 FSMA/food safety Area Specialized Agents. There are a total of 26 ASA's.

We are also working on improved branding, especially for our combined efforts with NC A&T University at the county level. We are expecting to roll out both internal NC State and NC State/NC A&T combined branding by the Fall.

A bond package was passed in March providing \$85 million for a new plant sciences research building at NC State which will cost \$170 million. Foundations and industry are providing the additional dollars. There will be a close connection with Extension to both identify research needs and to extend results.

Through a collaboration with Extension, Research, and the Provost's office, NC State is hiring 40 new faculty in the College of Agriculture and Life Sciences over the next 3 years. Departments working within 4 "Systems" will formulate and prioritize positions and bring them to a College committee of the Associate Deans who will provide a final prioritization. Input to the Departments can come from any area including commodity groups and Centers within the College. There are an additional 12 positions already in the works bringing the number of new hires to at least 52. Extension is financing about 15 of these new positions, including salary and start up.

I have been involved with a College committee working on updates to our reappointment, promotion, and tenure discussions. Over the past several years, the expectations at the Departmental level and above have favored research at the expense of teaching, extension, administration, international programs, interdisciplinary activities, and entrepreneurship. As of 8/1, we have completed this task and will send to the Dean.

The College is concerned about the difficulty that high school students face getting into NC State. We have created many options including partnering with Ag High Schools, Community Colleges, our 2-year program, and spring delayed program. We are also considering creating a first Year general program so that students will not pick a major until sophomore year but not lose any time toward graduation.

Industrial hemp. Our industrial hemp commission still has raised the \$200,000 required by state law, therefore, an oversight board will be established to set up a permitting program for growers.