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Agricultural Experiment Station News October 1975

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FROM THE ACTING DIRECTOR'S DESK

For several years the College and now the Institute of Agriculture and Natural Resources has directed considerable effort toward more organized and effective procedures for staff evaluation. Probably most would agree that we have indeed become more organized but many, including your Experiment Station administrators, have reservations about the effectiveness of our procedures in serving the objectives involved. The primary objectives of staff performance evaluation are to provide for development of each individual and for merit based personnel actions.

A reappraisal of IANR staff evaluation procedures was activated last May by a workshop discussion of this topic by administrators in the IANR. Subsequently an ad hoc committee was established "to review staff evaluation procedures presently in use in the IANR and to make recommendations for any changes deemed appropriate." The committee of Burbank (Chairman), Roselle, Sorensen, Omtvedt, Lucas, Kleis, Carlson, Newkirk, Turner and Domeier has submitted five recommendations. These, in abbreviated form, are:

1. That a system of descriptive terms be used rather than numbers or numerical equivalents.
2. That an alternate form of the Annual Report of Staff Activities be developed for county based staff.
3. That evaluation forms for divisions of the IANR be consolidated into a common form with specific sections for divisions as necessary.
4. That the principal evaluation be at the level of Department Chairman, District Director or equivalent.
5. That evaluations be based to some extent on an analysis of achievement of goals established jointly by the staff member and his immediate administrator at least once a year.

Evaluation is necessary. The process should be fair, constructive and efficient. I would welcome your reactions to the above, particularly as related to the Experiment Station. We will be activating 1975 evaluations in a few weeks.

R. W. Kleis

PERSONNEL ACTIONS

Bratkovich, Stephen M. - Assist. Prof. of Forestry & District Ext. Forester (New)
Eisenhauer, Dean E. - Assistant Professor, Agr'l Engineering--South Central Sta. (New)
Gavit, Richard J. - Assoc. Prof.--District Ext. Forester & Assist. State Forester (Change)
Harrington, Constance A. - Assist. Prof. of Forestry & Dist. Ext. Forester (New)
Huntwork, Gerald J. - Assoc. Superintendent for Academic Affairs, UNSTA - Curtis (Promotion)

Jennings, Neal E. - Assist. Prof.--Community For. Ext. Spec. & Assist. State Forester (Change)
Lewis, Gary L. - Assoc. Prof. of Civil Eng. & Assist. Director of WRRI (Appointment)
Nickerson, Kenneth W. - (Microbiology) Assistant Prof. of Plant Path. (Courtesy Appointment)
Range, Joseph E. - Assoc. Prof.--Ext. Fire Control Spec. & Assist. State Forester (Change)
Westover, Donald E. - Assist. Prof. of Forestry, Fire Management Coordinator (New)

- over -
GRANTS AND CONTRACTS

Anderson, F. N. - Agronomy (PH Sta.) - FMC Corporation
Burnside, O. C. - Agronomy - Mobil Chemical Company
Campbell, J. B. - Entomology (NP Sta.) - USDA, ARS
Clanton, D. C. - Animal Science (NP Sta.) - Farmland Industries, Inc.
Mandigo, R. W. - Animal Science - Nebraska Beef Industry Foundation
Mandigo, R. W. - Animal Science - Nebraska Pork Producers Association
Mayo, Z. B. - Entomology - Environmental Protection Agency
Twiehaus, M. J. - Veterinary Science - Nebraska Veterinary Medical Association
Watts, D. G. - Agricultural Engineering (NP Sta.) - Rain Bird Eastern Sales, Inc.
Wiese, R. A. - Agronomy - State of Nebraska Department of Revenue

GENERAL NOTES

1. College of Agriculture enrollment figures are up.

<table>
<thead>
<tr>
<th></th>
<th>1974-75</th>
<th>1975-76</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshmen</td>
<td>424</td>
<td>460</td>
</tr>
<tr>
<td>Sophomores</td>
<td>346</td>
<td>385</td>
</tr>
<tr>
<td>Juniors</td>
<td>317</td>
<td>359</td>
</tr>
<tr>
<td>Seniors</td>
<td>327</td>
<td>309</td>
</tr>
<tr>
<td>Unclassified</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Total (Lincoln)</td>
<td>1,422</td>
<td>1,517</td>
</tr>
<tr>
<td>UNSTA</td>
<td>255</td>
<td>272</td>
</tr>
</tbody>
</table>

2. Former Dean Elvin Frolik and Rita will be returning to Lincoln in a few days, having completed their two-year assignment in Iran.

3. Schnieder on Safety - Catalytic converters on newer vehicle exhausts run very hot and increase the risk of starting fires when driving or stopping over grass, stubble or debris. A number of fires of such origin have been reported.

4. Sahs sez irrigators should be urged to fill the profile this fall for next year.

5. Please be reminded that all projects or grant proposals involving human subjects must be cleared by a University committee before submittal and six weeks should be allowed for the process (see July 1975 Newsletter).

6. The departments of Animal Science, Agricultural Engineering and Agricultural Economics will have comprehensive reviews of their programs by teams of external experts in the next few weeks. These reviews will broaden the traditional research program emphasis to also include teaching and extension programs.

7. Socialism - You have two cows, and you give one to your neighbor.
Communism - You have two cows, the government takes both of them and gives you the milk.
Fascism - You have two cows, the government takes both of them and sells you the milk.
Nazism - You have two cows, the government takes both and shoots you.
Bureaucracy - You have two cows, the government takes both of them, shoots one, milks the other and pours the milk down the drain.
Capitalism - You have two cows -- sell one of them and buy a bull!
Journal Articles  (contact authors for more information)


Journal Abstracts (contact authors for more information)


75-484. Oat Yields the Year Following Herbicide Applications onto Sorghum that was Grown in Untilled Wheat Stubble (ecofallow). O. C. Burnside. North Central Weed Control Conference Research Report.

BULLETINS PRINTED

