Faculty Evaluation Process Nears Completion

The vast majority of my time this past month has been spent reading eARFAs, CVs, and position descriptions as part of the annual evaluation cycle for faculty. Each year this process provides me the opportunity to catch up on the accomplishments and activities of our faculty and the numerous programs that are ongoing in SNR. I appreciate the fact that most of the faculty submitted their eARFAs on time (or close to it). This allowed me to focus on moving through this process without having to send too many reminders. With such a large faculty and the short timeline to complete the reviews, my attention needs to remain focused on this responsibility for most of the month. I also appreciate the quick turnaround from those faculty who supervise others in research professor, geoscientist, or post-doctoral research associate positions. They complete the first stage of the evaluation and are a vital link in keeping this process on schedule.

This is the fourth year that I have been engaged in this evaluation process. It gets easier with experience. I will be distributing evaluations to faculty in early December for their review and comment before they are printed and sent to IANR administration on December 10.

Quite a few of our faculty have submitted materials this year to be considered for promotion and/or tenure. In each case, this year will represent a special time of review for these faculty as the Promotion and Tenure Committee, myself, and the deans and vice chancellor examine the body of their work in previous years. Good luck to all as this process moves forward.

Integrated Drought Management Expert Consultation Meeting – Geneva, Switzerland

Mike Hayes, director of the National Drought Mitigation Center, and I attended the Integrated Drought Management Expert Consultation Meeting, November 15-16, 2010, in Geneva. The meeting was co-sponsored by the World Meteorological Organization (WMO) and the Global Water Partnership (GWP). The meeting was held at the headquarters of WMO. Approximately 35 experts attended the meeting, representing meteorological and hydrological services from all six WMO regions in the world and each of the primary United Nations organizations with drought-related responsibilities. Several non-governmental organizations also participated. Some of the key United Nations agencies represented included the WMO, UNICEF, the U.N. Development Program, the U.N. Environment Program, the International Strategy for Disaster Reduction, the World Food Program, and the Food and Agriculture Organization. Non-governmental organizations that participated in addition to the GWP included the International Commission on Irrigation and Drainage and the International Red Cross and Red Crescent Society.
About 35 drought experts from all six World Meteorological Organization regions met in Geneva in November to discuss forming a global Integrated Drought Management Program. The experts included Don Wilhite and Mike Hayes, director of the National Drought Mitigation Center.

The Integrated Drought Management Program will promote an approach that moves drought management practices from reactive, representing a crisis management mindset, to more proactive drought management based on a risk management approach. It will provide global co-ordination for efforts towards integration of science, policy and implementation by strengthening drought monitoring, drought risk assessment, development of drought prediction and early warning services, and sharing best practices. The program will advocate and facilitate integration of responses by agencies from various sectors such as agriculture, water resources, and rural and urban planning. At the same time, the program will strive for parallel and interactive vertical integration of science, policy and community. It will incorporate drought monitoring, risk assessment and prediction, and management through mitigation and community preparedness and response, and regional, national, provincial and municipal (village) strategies.

WMO and GWP have been co-leaders of the Integrated Flood Management Program, which has produced a wealth of materials and tools for scientists and managers involved in flood management. The goal is to model the integrated drought management program after this program.

All participants were in agreement on the importance of establishing a Global Integrated Drought Management Program. I was asked to co-chair the Technical Committee with Mohamed Ait Kadi, chair of the Global Water Partnership’s Technical Committee. This committee will finalize the concept note and work with U.N. agencies to solicit support from donor countries to establish this global program. Dr. Ait Kadi and I have worked together previously to establish a National Drought Observatory in Morocco.
Don visited Geneva’s famous flower clock, which has eight floral circles that change with the seasons.

**SNR Bylaws**

SNR faculty and staff voted to approve the new and improved, revised SNR bylaws. [Download the Bylaws](#) As stated in the bylaws, some of the changes will take effect immediately while others, such as changes in standing committees, will take effect after the next election. The next election will be in spring 2011. Two committees recently established as ad hoc committees, Survey and Extension, are now official standing committees composed of all faculty with extension or survey appointments.

**GSA Travel Grants Awarded**

I am pleased to report that the SNR GSA Travel Grant Committee awarded up to $250 in travel grants to Sharmistha Swain, a Ph.D. student with a Remote Sensing and GIS Specialization, and to Brittany Potter, an M.S. student with a Hydrologic Sciences Specialization. Both candidates submitted strong applications and have provided superior service to the SNR GSA. SNR provides these funds to the SNR GSA each year to be awarded to deserving students.

**Grants Awarded and Proposals Submitted**

Faculty and staff were awarded grants totaling $729,480 in November. Congratulations to Jim Merchant, Martha Shulski, Ken Hubbard, Hong Chen, and Scott Hygnstrom. The total funding awarded January through November 2010 was $11,051,334.

Grant proposals submitted in November totaled $758,256. The total for funding requests submitted from January through November is $76,840,224. Congratulations to Stephen Vantassel, Mike Hayes, Brian Wardlow, Tsegaye Tadesse, Mark Svoboda, Cody Knutson,
Don Rundquist, Dan Snow, and Kevin Pope for their efforts. Good luck with the review process.

[Signature]

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