

North Central Region New Administrator's Bootcamp

July 28-30, 2026

DoubleTree by Hilton

Bay City, Michigan

Hosted by North Central Cooperative Extension Association (NCCEA) and
agInnovation North Central (agNC)

July 28: Day 1 [HALF DAY] 1:00 pm to 4:30 pm

- **Welcome**
 - ✓ Welcome by NCCEA and agNC - Chairs
 - ✓ The importance of self-management and how it will be tied throughout this training.
 - ✓ Cohort introduces themselves.
- **Session I: Management AND Leadership [Interactive/facilitated session]**
 - ✓ Blending your management and leadership skills.
 - ✓ Where are you in the organizational structure?
 - ✓ The team around you?
- **Break [approximately 2:45-3:15p]**
- **Session II: Foundations for Effective Management – BASED ON REVIEW of EQI Surveys**

Session Lead: Lisa Kaslon (UNL)

 - ✓ The personal journey and challenges of a new administrator.
 - ✓ Organizational culture (e.g., how our organizations think about things, why they sometimes do what they do, how to effectively challenging organizational culture with strategy).

NOTE: This is a follow-up to Strengths Finder / EQI survey.
- **WILD CARD / PARKING LOT SESSION [AS NEEDED / ~15-30 minutes / finish before 5p]**

Session Leaders: Executive Directors, Jeanette Thurston (agNC) and Robin Shepard (NCCEA)

Dinner on your own

July 29: Day 2 [FULL DAY] 8:15 am to 5:00 pm

- ***Session III: Personal (self) Management – The importance of balance in work and life.***

Session Lead: Lisa Kaslon (UNL).

- ✓ The importance of personal wellness.
- ✓ Balancing the demands of the job.

- ***Session IV: Fiscal Management [Approximately 9:00a-12:00p / break happens as needed]***

Session Lead: Director Teams: (University of Nebraska and Michigan State University)

- ✓ How are budget decisions made (understanding the nuances of structure and function).
- ✓ Characterizing managing budgets 101 (understanding fiscal complexity).
- ✓ Building a trust-based relationship with your CFO (problem solving and relationships).
- ✓ The rules of fiscal management.
- ✓ Fiscal negotiations across Research and Extension—positions and salaries.

Group Lunch [60 minutes / 12:00p-1:00p]

- ***Session V: Personnel Engagement and Management [1:15p-4:15p / break happens as needed]***

Session Leaders: Director Teams (University of Missouri and University of Wisconsin)

- ✓ Building a talented workforce.
- ✓ Retaining talent.
- ✓ Knowing HR policies and people and when to get guidance.
- ✓ Addressing Diversity, Equity, and Inclusion – focus on the challenges for an administrator.
- ✓ Knowing HR policies and people and when to get guidance.
- ✓ Mentoring skill sets, and doing that collaboratively between AES & CES.

- ***Session VI: WILD CARD / PARKING LOT SESSION [AS NEEDED / ~15-30 minutes, end of day]***

Session Leaders: Executive Directors, Jeanette Thurston (agNC) and Robin Shepard (NCCEA)

Dinner on your own

July 30: DAY 3 [PARTIAL DAY] 8:00 am to 3 pm

- ***Session VII: LGU Ecosystem: Partners, Priorities, and Federal Investment - [8:00a – 9:45a]***
Session Leaders: Executive Directors, Jeanette Thurston (agNC) and Robin Shepard (NCCEA); Chad Higgins, Dean and Vice-Chair NCR Administrative Heads Section; and Ben Steffen, NCR Chair CARET. Additional guests include Bridget G. Krieger (Lewis Burke Associates) and Marcus Glassman (APLU).
 - ✓ Our national organizational structure and role (e.g., how the Sections work, the structure and role of APLU, national advocacy and Lewis Burke, etc.).
 - ✓ How regional associations work, how we set multistate and regional priorities and how those priorities influence at the national level.
 - ✓ Understanding federal funding (capacity/competitive programs, authorization/appropriation)
 - ✓ Agency budgets, national budget, timelines for who they develop budgets.
 - ✓ What is CARET and PILD?
- ***Break [Approximately 9:45a-10:15a]***
- ***Session VIII: External Partnerships and Relations Break [10:15a-11:00a]***
Session Leaders: Director Teams (University of Missouri, University of Nebraska and University of Wisconsin).
 - ✓ What does partnering mean/involve (best practices for supporting integration).
 - ✓ Panel discussion on effective relationships with: (1) organizational partners; (2) state department of ag; and/or (3) county board members.
- ***Session IX: Being Proactive - Things You Can Do [11:00a-12:00p]***
Session Leaders: Director Teams (Michigan State University, University of Nebraska and University of Missouri)
 - ✓ Importance of being proactive – otherwise it catches up.
 - ✓ Building the administrative team around you – your immediate support network.
 - ✓ Being a great boss.
 - ✓ The signs of stress in your teams and staff.
 - ✓ Current politically sensitive issues universities are faced with, such as how to prepare for and handle events/incidences.

Group Lunch [12:00p-12:45p]

- ***Session X: Advocacy [1:15p-3:15p / Break as needed]***
Session Leaders: Patrick Cudney and Katie John, Michigan State University, and Mitch Goetti, University of Wisconsin-Madison
 - ✓ Understanding where advocacy fits in your position.
 - ✓ YOUR role in state and federal relations.
 - ✓ The boundaries for where/when you are an advocate.
 - ✓ What is the role of our LGU communicators and government affairs staff?
 - ✓ Communicating the value of the LGU, its impact.
 - ✓ Working with your government relations team.
- **Cohort Adjourns** by 3:30p.