



Please right-click in the text balloon in the upper left corner and select “open all pop-ups” to see the speaker notes for the presentation.

The screenshot shows a presentation slide with a title and speaker information. A red circle highlights a small icon in the top left corner of the slide. A pop-up window titled 'Presenter' is open on the right side, displaying speaker notes. The slide content is as follows:

# Moving Ahead in Times of Change

National Sea Grant College Program Update  
Nikola Garber, Ph.D.  
Deputy Director, Assuming the Duties of Director  
Sea Grant Association Meeting  
March 8, 2016

Logos for NOAA and Sea Grant 50 Years are visible at the bottom of the slide.

**Presenter**  
4/7/2016 1:46:12 PM

As each of you know, Leadership can be lonely. If we are all truly honest with each other, we have all been frustrated at some point this past year. Maybe the NSGO didn't communicate in a timely manner, or the PRP missed the point, or that constituent just didn't understand what you said.

Regardless of these frustrations, we are moving ahead in these times of change. I've been give a rare gift, that of guiding an organization through major leadership transitions at all levels (I, alone, have had 3 bosses in the past 11 months).





# Moving Ahead in Times of Change

National Sea Grant College Program Update  
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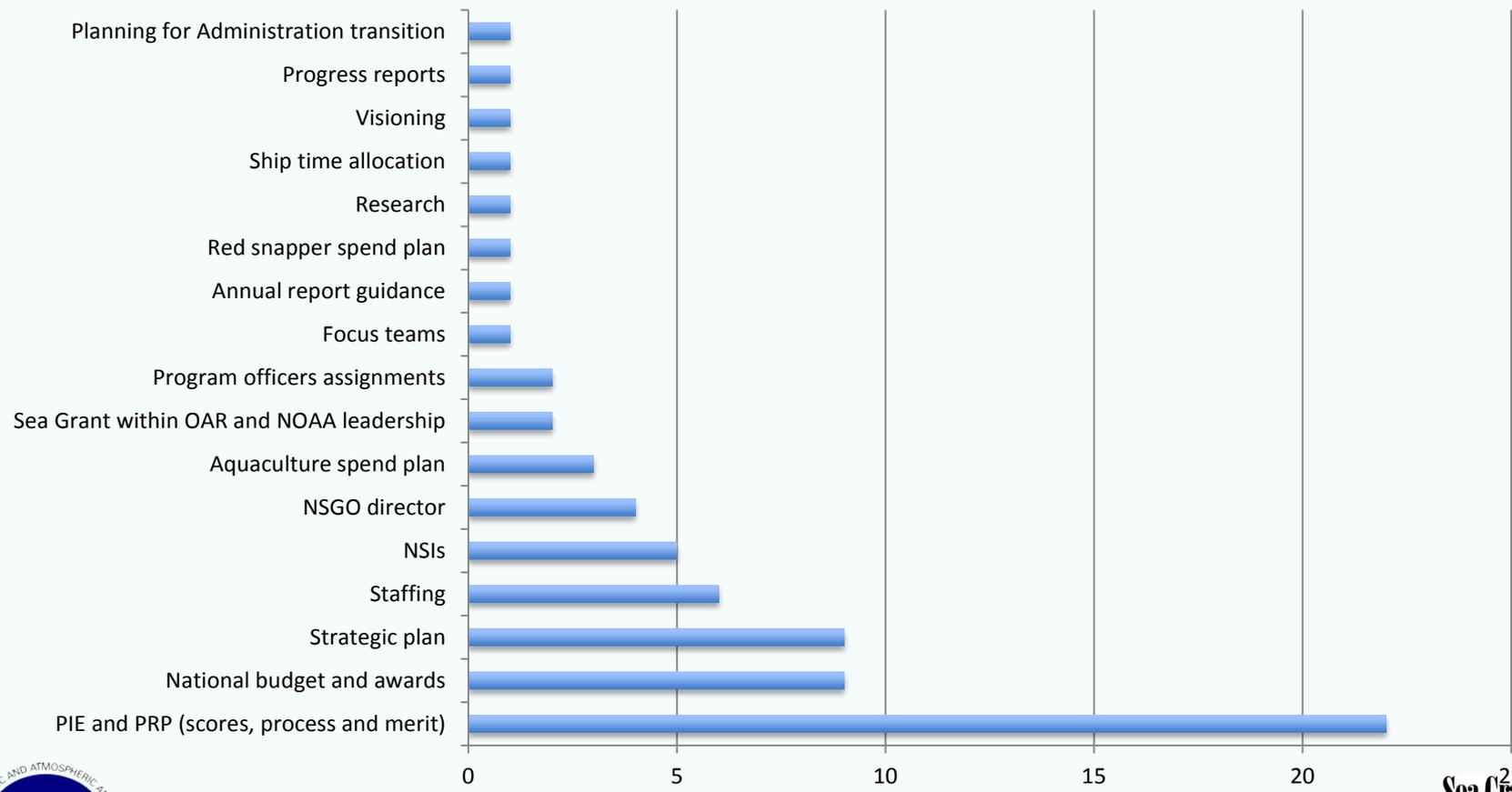
# Changes: Past and Future

It's not the strongest of the species that survives, nor the most intelligent. It is the one that is most adaptable to change.





# NSGO Priority Topics





# Changes: Past and Future

## NSGO Priority Topics

- Why?
- PIE
- Staff
- Budget
- Moving Forward Together



# Changes: Past and Future





# Changes: Past and Future

## National Sea Grant College Program Workforce

- New Directors
  - 21 since the last PAT / 2007
  - 17 since 2011
- New staff in the network
- New staff and detailees in the NSGO





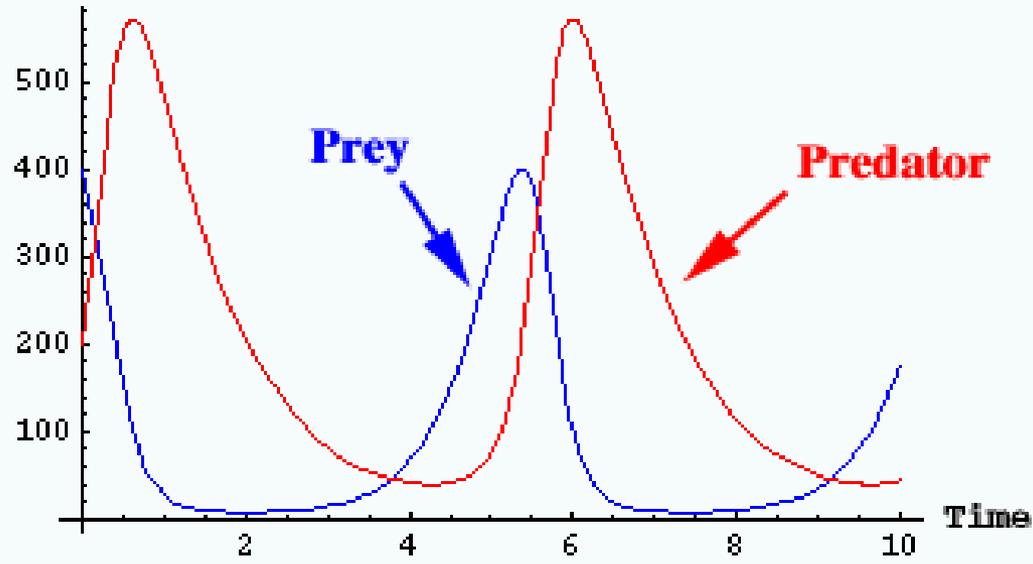
# Changes: Past and Future

Lotka-Volterra predator prey equation

$$dx/dt = Ax - Bxy$$

$$dy/dt = Cy + Dxy$$

Population Number





# Changes: Past and Future

To keep growing, we need:

- Continual training in all parts of the Network
- To learn from the past
- To move boldly into the next 50 years.





# Why?

## Acting/Deputy Director Priorities

- Staffing the NSGO while filling office vacancies
- Preparing the office for continual change
- Mending bonds though:
  - Empowering staff to take action
  - Continual communication with Network
  - Seeking input from many
  - Timely decision making
- Partnership building
- Networking with NOAA
- Educating the Beltway about Sea Grant





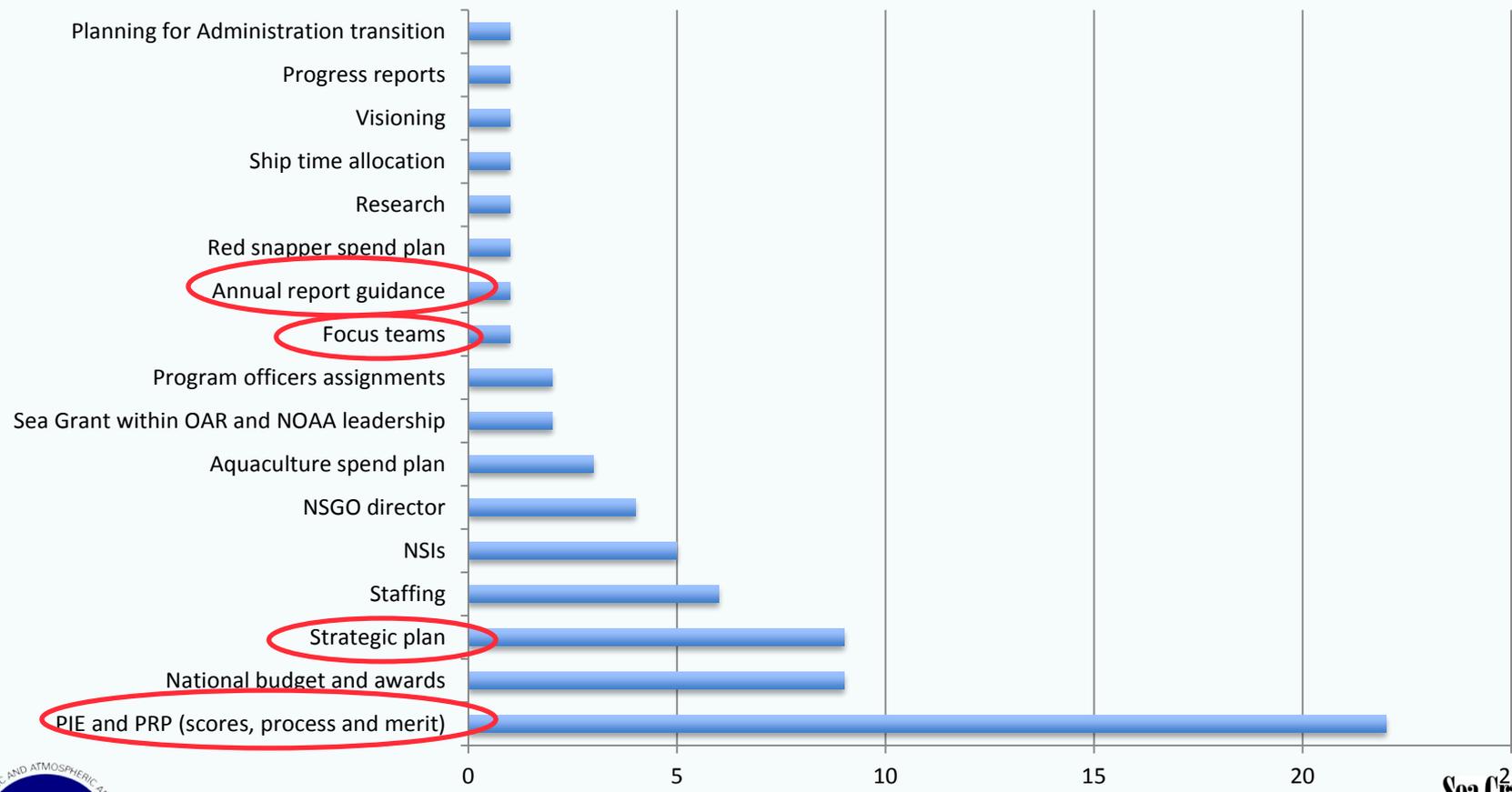
# Why?



Network needed a strong collaboration to set the stage for a permanent Director



# NSGO Priority Topics





# Planning, Implementation and Evaluation (PIE)

## 2010-2013 PIE Cycle

1. Strategic plans have been implemented
2. Site Visits completed 9/2015
3. PRPs were held 10/2015
  - Average rating 2.44
4. NSGO will finalize results and ratings in late summer.
5. Final ratings will determine merit funding
6. DEADLINE: July 26 – Site visit response and PRP factual errors





# Planning, Implementation and Evaluation (PIE)

## 2014-2017 PIE Cycle

1. Second half of this cycle
2. 2<sup>nd</sup> round of competitive funding selected
3. DEADLINE: June 10 – Annual Reports Due
  - No changes to guidance from last year
4. Site visits for this cycle will begin in 2018
5. PRPs for this cycle will convene in fall of 2019





# Planning, Implementation and Evaluation (PIE)

## 2018-2021 PIE Cycle

1. Peg Brady (NSGO), Sylvain DeGuise (SGA), and Dick Vortmann (Advisory Board) are leading the strategic planning committee effort
2. Guidance will be sent from that committee shortly after these meeting
3. Guidance will be posted on our website





# Sea Grant Evaluation - Past

- Prospective Proposal Review: 1968-1989
- Performance Based Review: The Era of Transition...1990's
- Retrospective Program Performance Review: 1994 - Forward
  - Program Assessment Teams (1998-2006)
- Emergence of Sea Grant as a National Program: 2007-Present
  - Planning, Implementation and Evaluation system





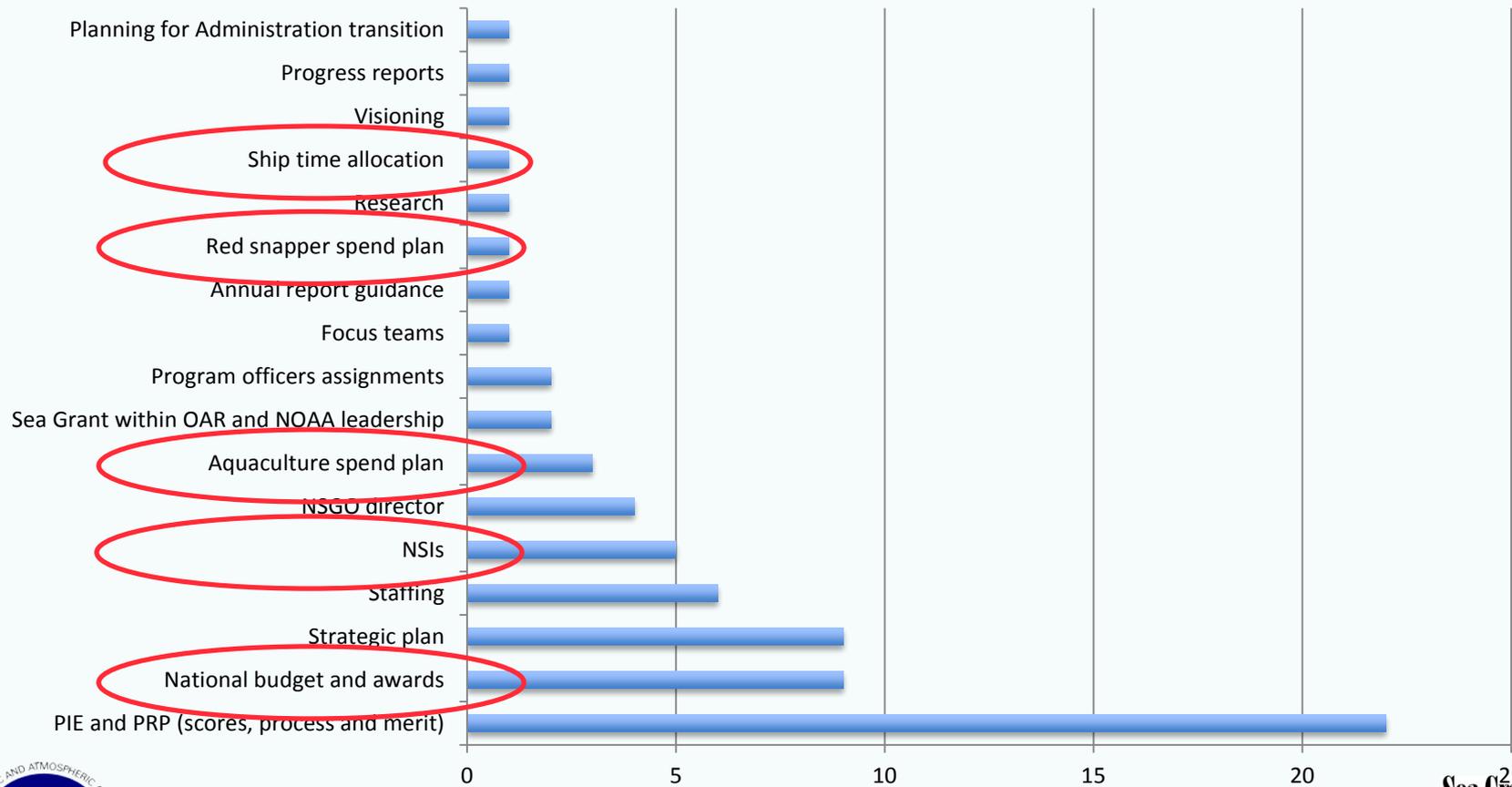
# Sea Grant Evaluation - Future

- Need for an overarching evaluation system
- Recommendations of PIE Committee discussion tomorrow
- Where we go from here?





# NSGO Priority Topics





# Sea Grant Budget

- Omnibus Releases
- Supplemental Award Status
- Red Snapper Research
- National Aquaculture Portfolio
- Resilience NSI
- National Program Development
- *Small Business Innovation Research*
- *Ship Time allocation – no availability*





# Current Competitions - 2016

- Aquaculture Research 2016 (pre-proposals March 10)
- Sea Grant Knauss class of 2017 (March 31)
- 2016-2017 Special Projects Portal
  - Sea Grant Academy 2017 (4/19/2016)
  - 2016 Aquaculture Sea Grant Conferences, Workshops, Training and Information Transfer Projects (5/20/2016)
  - Other NOAA/Agency funds?





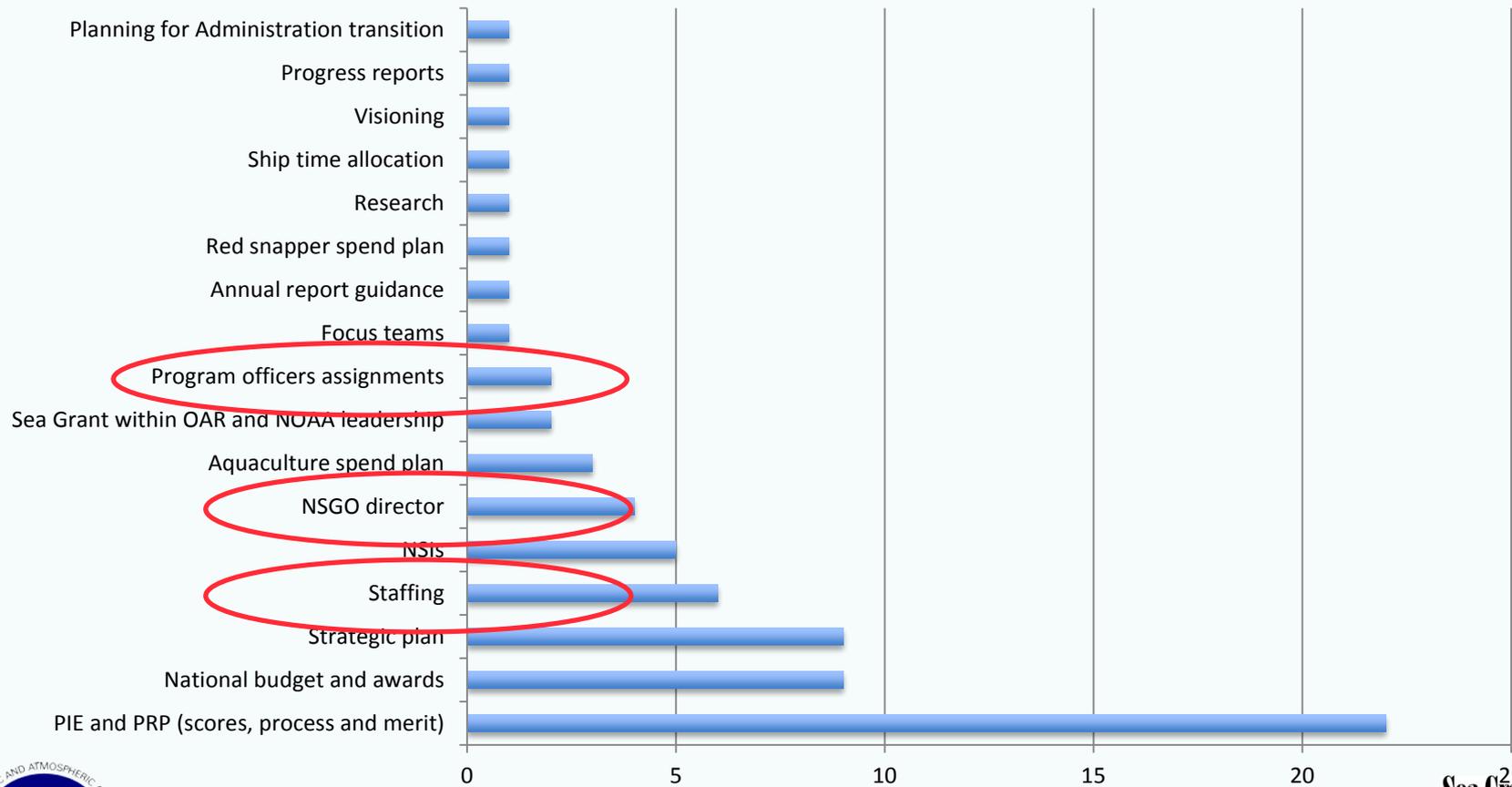
# Future Competitions

- Summer 2016, look for:
  - Aquaculture competition announcements and decisions for 2017/2018 starts: addressing 10 year Aquaculture vision
  - Sea Grant Knauss class of 2018 (similar deadlines)
  - NMFS-SG fellowships for 2017 (similar deadlines)





# NSGO Priority Topics



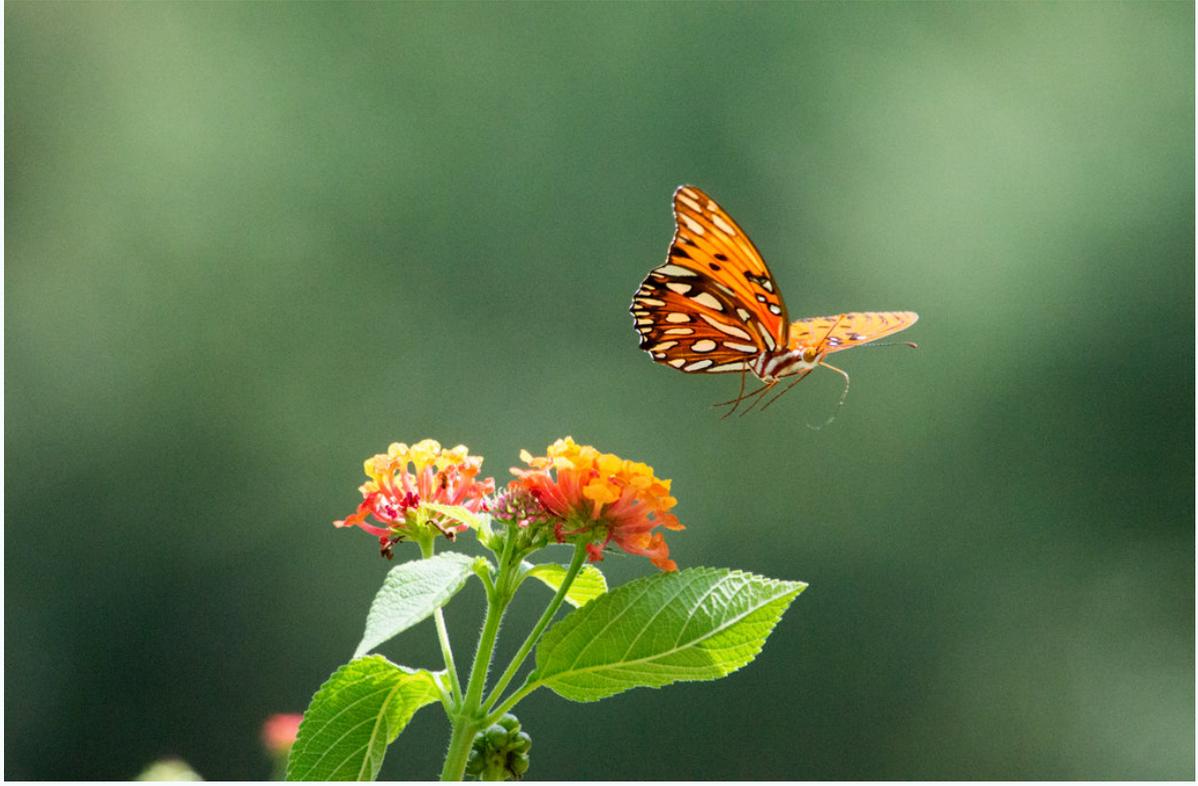


# NSGO - Opportunities and Growing Pains





# Change is Good



If nothing ever changed, there'd be no butterflies.

-Unknown





# Staffing

## Feds (FTEs)

- Jim Berkson\* (NMFS Liaison)
- Joshua Brown\*
- Dorn Carlson\*
- Dave Chorney (on detail)
- Jonathan Eigen\*
- Nikola Garber
- Chris Hayes\*
- Mary Robinson
- Elizabeth Rohring\*

## Feds (Term)

- Brooke Carney
- Julia Galkiewicz
- Jennifer Hinden

\* Denote Current Program Officers

## Feds (Details)

- Peg Brady\* (NMFS)
- April Croxton (NMFS)
- David Kidwell (NOS)
- Amanda McCarty (OAR)
- Tishema Miller (NRAP)

## Contractors

- Sharon Aziz
- Robin Garcia
- Katherine Porlles (1/3 time/on maternity leave)

## Fellows

- Laura Early – Coastal
- Kyrstin Fornace (split) – Integrated Water
- Matthew Lurie (split) – NOC - OSTP
- Karen Pianka (split) - Aquaculture
- Erin Shew (split) – Climate - CEQ





# Important vs Urgent

	Urgent	Not Urgent
Important		
Not Important		



# Important vs Urgent

	Urgent	Not Urgent
Important		
Not Important		

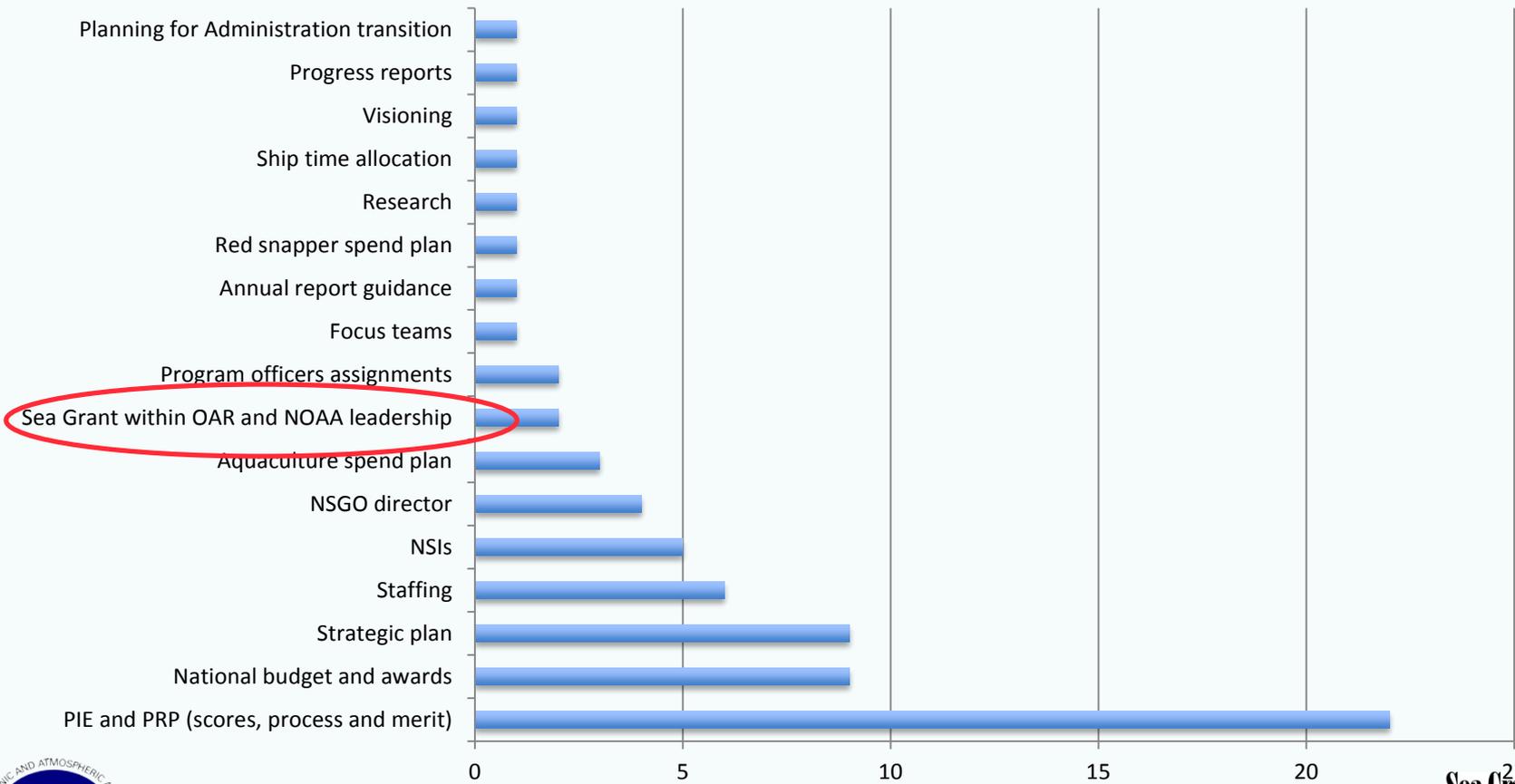


# Coming Soon





# NSGO Priority Topics





# Building Partnerships in NOAA

## Wittman Plan – (2003)

- OBJECTIVE 2—Build NOAA Partnerships
- Increase Sea Grant's value to NOAA by demonstrating that
  - Sea Grant is a partnership that facilitates NOAA access to university research, outreach and education expertise, and
  - the Sea Grant partnership is crucial to the success of NOAA's mission.





# Gaining Visibility

- Memo to Secretary of Commerce and White House
- NOAA Public Affairs engaged all line office Communication leads to promote 50<sup>th</sup>
- NOAA “Medium” blog will feature Sea Grant work (Sen. Schatz first)
- OAR integrating Sea Grant stories

Sea Grant  
50  
YEARS





# Gaining Visibility

- Sea Grant featured at NOAA Heritage Week
- Capitol Hill Ocean Week
- 50<sup>th</sup> monthly themes
- Smithsonian “Expert is in” and World Ocean Day

Sea Grant  
50  
YEARS





# Gaining Visibility

## Social Media Kickoff

March 1, 2016:

twitter

20,500 impressions



20,300 reached



Sea Grant 50 YEARS NOAA Sea Grant @SeaGrant

350 extension agents share science & tools w/  
coastal & Great Lakes communities  
[#SeaGrant50](#) [1.usa.gov/1oT1CN1](#)



10:50 AM · 6 Mar 2016





# Building Partnerships

## National Weather Service

- NSGO/NWS liaison
- National Water Center extension liaison
- Service assessments
- Social science training programs





# Building Partnerships

## National Ocean Service

- NSGO/NOS liaison
- Coastal Roundtable
- NASA socioeconomic assessment proposal
- AKSG coastal community resilience and adaptation specialist





# Moving Forward Together

- Sea Grant plans for transitions
  - Leadership retreat
- 50<sup>th</sup> Anniversary celebrations
  - Craft vision for next 50 years
- Reauthorization
- Roles: Sea Grant leadership, program officers, NSGO network liaisons
- Implementation details for a streamlined PIE
- Sharing our successes through constituents





# Amplification





# Thank you!

