

4-16-25 NASDA Supervisor Meeting

Wednesday, April 16, 2025

10:00 AM

- **Attending - NASS side** (Mike, Brooke, Adam, Marlo, Ty, Ben T., Nathaniel, Katherine, Ann) -

Project Code - 363 for this meeting

- **Welcome - Marlo**
 - Thanks to NASDA and GLR staff
- **Deputy Updates - Deputies**
 - Adam -
 - Thanks to NASDA and GLR for keeping everything on track
 - Ty -
 - Have been working with NASDA across the country, GLR enumerators are the best!
 - Will be retiring at the end of April 2025
 - Thanks for all the memories, especially at the schools
- **State Statisticians**
 - Nathaniel -
 - Echo the thanks, reach out to state stats if you us need to contact any respondent
 - Ben T. -
 - Thanks for all the hard work
 - Travel is limited, but we are still available for reaching out to operators
- **Special Guest - Charlie Ingram**
 - Best of luck to Ty
 - We hear the concerns and we support NASDA throughout this transition
 - We are about to start implementing new management structure - Part 2 of strategic plan
 - Part 1 was new pay structure
 - NASDA has one goal - strengthen how NASDA supports enumerators
 - Pilot project in 7 states, 2 NASS regions in the Midwest
 - Lengthy memo upcoming about timeline, process, and how the transition will take place
 - Will have info on new positions and responsibilities in the next 2-3 weeks
 - Things to do to prepare:

- Follow through on all the action items/memos/reminders that Charlie has been sending out over the past few weeks
 - Acknowledging the annual requirements
 - Confidentially forms
 - Handbook
 - Security statements
 - Driver's license info is current
 - Performance evals are current
- Words of encouragement
 - This is about giving everyone MORE opportunities, not taking anything away
 - We are building a better structure and support system for everyone
 - Don't lose sight of why we are here and why we do this work
 - We collect accurate, timely, quality statistics for American farmers and producers
 - We need your help!
 - Stay focused and positive
- How will NASS office, GLR, be able to keep up with workload?
 - More information upcoming
- With USDA closing in DC and moving into the country, how does that affect GLR enumerators?
 - USDA doesn't have complete plans yet, but NASDA will continue to support staff
- What things are working in test regions?
 - Test regions have regular meetings with coaches/managers/NASDA Coordinators
 - Will have a lengthy document of who to contact for what purpose
 - will share it once it is more complete
 - Example - who do I call for business cards?
 - Who do I call for supplies?
 - NASDA is taking on lots of responsibilities that have been traditionally done by NASS teams
 - Had 2-3 folks selected as managers in test regions, but then after those folks spent some time on those positions, some decided they would rather be a coach or trainer - this resulted in more detailed job descriptions
 - Lesson learned - Realized the vast experience/background of NASDA staff when interviewing- some had banking, IT, business, etc experience
 - Have regions changed in pilot regions?
 - Yes, test regions shuffled new 'supervisor' boundaries/regions - to make most geographic sense and be most efficient

- Example - if you are supervisor in SE MI - you may oversee enumerators across NW Ohio and SE Michigan
 - Current region boundaries are still under review.
- Have you seen an increase, decrease, or no change in number of enumerators staying throughout the process?
 - Had a mix, but some have chosen to retire. Not a noticeable change.
- Plan on having lots of training sessions, Zoom meetings, about new positions and when new processes start to take place
 - Plan on having more detailed job descriptions
 - Where will money come from for new training?
 - We will continue to work with budgets we have been given and will make it work.
- What is best strategy to pass onto enumerators when new jobs are ready to apply?
 - Apply to as many as they like, or only apply to the one(s) they want most?
 - More details coming - want to make sure everyone understands new roles/jobs before giving recommendations
 - If someone applies to manager position, and is qualified for it, but a 2nd candidate is chosen. What happens to first applicant?
 - Depends on situation/ case by case basis
 - Could choose both?! (depending on need in area)
 - Depends on how many apply, background/experience of applicants, etc
- NASDA not considering interviewing external candidates for these positions - we want to take advantage of current employees first
 - Will Charlie/NASDA get feedback from NASDA Coordinators as well, or just from resume/interviews?
 - Charlie/staff will certainly ask for feedback from NASDA Coordinators and NASS team
 - All decisions will be made by Charlie/staff
- What is current timeframe for implementation of new structure?
 - Hope to have detailed memo in the next 2 weeks (be end of April).
 - Want to be fully integrated by Jan 1 2026
 - Want to be moving forward with new plan by summer 2025 for rest of NASS regions
 - Interviews for new positions should start in summer 2025
 - Have all moving parts in place by end of November 2025, with time for meetings

- Can enumerators see 'work in process' position descriptions? Want to keep current enumerators, some are looking to leave if we can't see upcoming positions/timeline.
 - Currently there is information under the NASDA site about strategic plan/current descriptions
<https://www.nasda.org/nass/strategic-plan/>
 - Not ready for more detailed listings just yet, hopefully in the next few weeks
 - Follow up - would like it ASAP!
 - Qualifications from past employment/experience will be used
 - Any thought to splitting up IT and Training positions? Currently the proposed "trainer" position combines both of those.
 - Not specifically, but open to ideas - May divide some responsibilities between associate director and trainer
 - How long will positions remain open?
 - Not certain at the moment, but there will be sufficient time to prepare.
 - If Manager is performing evaluations, where will data come from?
 - All team members will provide input (coaches, trainers, associate director, and managers)
 - Who makes assignments for survey work?
 - Mainly the 'manager' position , but 'coach' will have ability to move assignments as well at the moment.
 - Would 'coach' and 'manager' have the same region?
 - It is possible, but depends on case by case
 - Associate Director position is full time with benefits
 - Pay level is kept regardless of position qualified for/accepted
- Interviews - will be conducted by Charlie, Josh King, others at NASDA
 - How long before application is submitted until interview would be conducted?
 - Not sure yet, shouldn't be a long period of time between application/interview
 - Charlie/staff would send out calendar to applicant via email - have a system in place to schedule interview around your schedule
- Applications
 - Advice - start preparing a **resume**
 - Resume can be simple, but **resume will be required**
 - Is there a recommended format?
 - No specific format is being recommended, just include what you think is important
 - Application process will use iHire
 - Experience/work/etc will be just as important, hiring won't be limited to the resume (don't overthink the resume)

- Is there someone from the pilot region(s) that Supervisors could contact about the transition?
 - Charlie would prefer to answer those questions for now (or Josh)
 - Enumerators would like to be able to communicate with other regional enumerators
- **Previous Meeting Issues/Follow up - All**
 - We will have ARMS III Incentive pay this year
- **Office Updates and Remarks - All present**
 - Paul Goings, Stephen Dothage, Allison Rolewicz, Jack Hiegel, Nathan Elias and Erica Carpenter have all accepted the deferred resignation for sure. There are others who are 'wait and see' but may also retire/resign soon
 - Alan Erickson, Brandy Dishman, and Susan Reynolds accepted first round of deferred resignation and have been on administrative leave for ~ 1 month now
 - Expect delays and changes to procedures in the near future to meet NASS mission demands with current staffing levels (will be losing ~40% of office since Jan 1. when folks leave after April 30)
 - Potential office closures and potential RIF as well according to USDA and DOGE
 - <https://federalnewsnetwork.com/workforce/2025/04/as-rifs-get-underway-several-agencies-renew-deferred-resignation-offers/>
 - <https://www.dtnpf.com/agriculture/web/ag/livestock/article/2025/04/07/usda-presses-another-round-voluntary>
 - <https://www.whitehouse.gov/presidential-actions/2025/02/implementing-the-presidents-department-of-government-efficiency-workforce-optimization-initiative/>
 - New office project assignments coming soon once we know for sure who heads for the exits and what projects are still required
- **BAT Updates - Katherine**
 - Just saying hello
 - Brooke has put is in a great position after hearing Charlies 'action' items list
 - Please have enumerators go into employee dashboard - review what is/needs to be signed
 - Katherine can't see report of who has completed this, so please check in with your enumerators
- **NASDA Coordinator Update - Brooke**
 - Huge thanks, especially with ARMS III, but for everything
 - I will be staying on the train until I get pushed off or it blows up (or keeps going?!)

- WW OY (OH supervisors only) training packets in UPS today, mini schools/training coming up and I will be attending mini-schools
- Check your evaluations in iSolved and make sure they are complete/acknowledged
- **Survey Updates - Mike/Office Staff**
 - **Recent Past:**
 - Thanks for all the hard work on ARMS III - especially given the budget constraints and persistent challenge to collect detailed financial information from operators
 - Last round of government payments to farmers seemed to help with some ARMS III response
 - Each operator is handled differently
 - ARMS III was really discouraging this year, any tips will be appreciated about getting a 'foot in the door' over the phone?

- **Now:**

April 2025	Enumeration Dates	Project	Statistician
ARMS III Field Enumeration	February 1 – April 11*	904	Paul Goin
Total Landlord Only	March 1 – April 24	682	Ben Magee
Potato Stocks Inquiry (MI)	March 31 – April 9	195	Stephen D
Milk Production Report	March 31 – April 10	178	Ben Magee
Quarterly Colony Loss	April 1 – April 16	115	Janiece Pr
Ag Labor	April 16 – May 5	956	Paul Goin
May Ag Yield	April 29 – May 5	128	Jim Collor
Maple Syrup	April 29 – May 21	192	Stephen D

- **Soon:**

May 2025	Enumeration Dates	Project	Status
Ag Labor	April 16 – May 5	956	Paul C
May Ag Yield	April 29 – May 5	128	Jim C
Maple Syrup	April 29 – May 21	192	Steph
Cash Rents	May 20 – June 20	921	Ben V
Wheat Objective Yield	May 25 – June 1	101	Brook
Memorial Day Holiday	May 26		CLOS
Cherry Forecast (MI)	May 30 – June 5	134	Steph
June Ag Yield	May 30 – June 5	128	Jim C
Potato Stocks (MI)	May 30 – June 10	195	Steph
June Hog Report	May 30 – June 12	162	Ann C
Agricultural Survey—June 1	May 30 – June 14**	123	Ben V

- Winter Wheat Objective Yield (OH only)
 - Packets shipped to enumerators today
 - Mini schools next couple of weeks
 - Form A data collection during first couple of weeks of May
 - Field (literally in the field!) data collection begins 5/25
- Later:
 - CEAP Phase I (everyone!)
 - Zoom training in late July along with shipment of screening materials to enumerators
 - Data collection begins August 1
 - Sample size will double
 - Corn/Soy OY (IN/OH only)
 - No information from HQ on supply status, hopefully will get more info soon
 - I did hear that the print mail center will be shipping supplies directly to enumerators (actually, probably shipping directly to supervisors) is the tentative plan, so no RFO involvement in physical part of packages/shipping this year
 - Tentatively planning for mini schools to be conducted early August (right after CEAP screening!)
 - Currently office travel is severely limited, likely be supervisors training their enumerators
 - No June Area, likely will be handled similarly to WW OY, where we screen based on survey data, and randomly select fields
 - No aerial photos, will randomly pick fields
- Supervisor Share / Open Forum - NASDA

- How are things going in your area? Any info to share?
- SEAC meeting - One person approved timesheets, another person makes assignments, there was negative feedback about the timesheet approver couldn't see what the enumerators assignments were (if mileage charged made sense for example)
 - Haven't been meeting regularly, no upcoming meeting scheduled.
 - Last meeting was April 2, no meeting in February or March.
 - Usually 3rd meeting of each month.
- **Open topics -All**
 - Reminder! **Project Code is 363 for this meeting**
 - Next meeting **5/21 @ 10 AM**
 - No UPS shipment for Ag Yield this month
 - Will plan on in-person CEAP Phase II training in October 2025, but waiting for Charlie's feedback
 - NASS staff leaving will be missed
- **Closing - Mike**