Robert E. Bardon, Associate Dean for Extension
Five-year review (Academic Year 2016-17)
Accomplishment report

Dr. Bardon, as Associate Dean of Extension (25% appointment, Appointed May 1, 2012), provides leadership for the oversight, direction and guidance in the area of extension for the College of Natural Resources (CNR). He functions within the broad organizational direction provided by the Dean and in coordination with the Director of the NC Cooperative Extension Service (CES) in the implementation of University, College, and Cooperative Extension policies and programs. As Associate Dean, Dr. Bardon coordinates efforts between departmental extension units within the college and between the college and CES. He advises the Dean on the development of program and administrative policy consistent with NC State University and CES. His work responsibilities include:

- Liaison between CES administration and CNR administration
- Mentor faculty and staff in areas of Extension
- Advise department heads in matters pertaining to administration and delivery of Extension programs
- Facilitate Extension efforts among the three departments
- Lead PI on Sentinel Landscape and University Cooperative for Readiness and Conservation
- Carry out any other administrative responsibilities as delegated by the Dean

Liaison between CNR and CES
As the liaison between CNR and CES administrations, Dr. Bardon has worked to improve communication and strengthen the relationship between the organizations, ensuring the implementation of University, College, and Cooperative Extension policies and programs. He meets regularly with the CES Deputy Director and Agriculture and Natural Resource Program Leader to review programming efforts, discuss issues and to identify opportunities for collaboration between CNR and CES. His efforts in strengthening relationships between the two units have resulted in improved efficiencies in budgeting and financial accountability related to Extension funds in CNR. Prior to his efforts Extension funds for the college were administered by CES. Each department within CNR was responsible for coordinating with CES in relation to annual budgets, budget requests, shortfalls and annual budget close out. This lack of autonomy in Extension budgets at the college level between CNR and CES created inefficiencies in budget management for all involved. Through his efforts in working with CES, the administration of budgets for CES programs in CNR was turned over to the college, making it more efficient to manage funds between CNR and CES. His efforts in improving relationships between CNR and CES has also resulted in the Director of Extension appointing Dr. Bardon as administrator of the Renewable Resources Extension Act Funds provided to North Carolina by the National Institute of Food and Agriculture. These are capacity funds in support of forestry programming in Extension and are for the first time administered in CNR.
Mentor, Advisor, and Facilitator
As a mentor, advisor and facilitator Dr. Bardon has worked with faculty, staff, and administrators, helping them to develop a better understanding of scholarship in Extension and the expectations in the delivery of Extension programs. Over the past five years he has accomplished the following:

- Served on mentoring committees for two CNR faculty new to Cooperative Extension
- Met with the Departmental reappointment, promotion and tenure committees of CNR departments to provide direction on evaluation of scholarship in Extension
- Provided guidance and assisted CNR department heads in understanding the expectations in the delivery of Extension programs for faculty with an extension appointment
- Assisted department head in reviewing dossiers for promotion and tenure as related to Extension
- Developed a web presence for Extension and Engagement activities for CNR [https://cnr.ncsu.edu/extension-outreach/]
- Advised the Dean on matters related to Extension
- Facilitated opportunities for collaboration among three CNR extension units through periodic meetings of college Extension faculty and staff and email communications

Military Project Oversight
In 2012 Dr. Bardon was assigned the responsibility of overseeing two unique programs in which CNR has played a major role in developing programs related to Military readiness and conservation of natural resources. These programs are the Sentinel Landscape program and the University Cooperative for Readiness and Conservation (UCRC).

The Sentinel Landscape program is a partnership between federal, state and local partners, including the college, linking conservation, working lands and national defense in eastern North Carolina [https://sentinellandscapes.wordpress.ncsu.edu]. Under this program Dr. Bardon has overseen a team of faculty and staff to conduct research and extension activities while facilitating the partnership. Through his leadership Dr. Bardon has worked with the partners in securing over $4 million in funding and achieving the federal Sentinel Landscape designation for 32 counties in eastern North Carolina [https://cnr.ncsu.edu/news/2016/07/partnering-for-success-with-sentinel-landscapes/]. This is the largest area in the nation to achieve such a designation under the federal Sentinel Landscape program.

The UCRC is a partnership between NC State University and Texas A&M, together they aim to create active and sustained cooperation between two land grant universities and the Department of Defense for the sustainability of working lands, conservation, and military readiness. The UCRC applies strategic, interdisciplinary approaches and development of solutions for installation-based efforts through collaboration and long-term partnerships between both the public and private sectors [https://militarysustainability.org]. Under this program Dr. Bardon has overseen a team of faculty and staff who have;
- Conducted extension activities in support of the Southeast Regional Partnership for Planning and Sustainability
- Developed and conducted classes related to military land sustainability

The team is also developing a distance education professional certificate in Military Lands Sustainability.

**Additional Delegated Responsibilities**
Over the course of five years Dr. Bardon has provided service to both the college, university and external partners under his responsibilities as Associate Dean. Providing service is essential to building relationships that lead to enhancing Extension programming in the college. Dr. Bardon has represented the College as a member or chair of the following committees, teams, or organizations.

- Director of Extension Advisory Group
- Nomination committee for the Director of Cooperative Extension (2010 and 2015)
- CES Strategic Visioning Team
- CES Area Specialized Agent (Forestry) Search Committee
- CES Program Teams Coordinating Committee
- Nomination Committee for the Dean of the College of Natural Resources
- Nomination Committee for the Assistant Dean for Advancement for CNR
- Nomination Committee for the Director of Communication for CNR
- CNR Faculty Scholars Nomination Committee
- CNR Financial Efficiencies Implementation Team
- NCSU Wolfware Outreach Steering Committee
- NCSU Engagement Partnership Council
- NCSU Destiny One Leadership Committee
- Board of Directors, North Carolina Forestry Association

**Professional Development**
In addition to his responsibilities as Associate Dean, Dr. Bardon has also participated in several professional development opportunities to enhance his skills related to administration and leadership. These activities include the following:

- NCSU Strategic Transformational Leadership Program (Leadership training)
- Strength Finder (Leadership training)
- Building Bridges Workshop (Diversity training)
- Do you Play Fair? (Diversity training)