

SOUTH DAKOTA AGRICULTURAL AND RURAL LEADERSHIP



HISTORY

In order to grow South Dakota's rural communities and compete in a global ag market, South Dakota's ag sector will need to provide willing, well-trained, and able leaders. It was this principle that led the South Dakota Livestock Expansion Foundation to formally establish the South Dakota Agricultural and Rural Leadership (SDARL) program in 1999. There are approximately three dozen such programs across the United States.

MISSION

SDARL is dedicated to identifying and developing leadership for agriculture and rural communities in order to enhance the quality of life in South Dakota.

BACKGROUND

The SDARL program has 150 alumni from the first five classes and will graduate 33 more Class VI members in March 2012. SDARL members are making our communities better by serving as volunteers and leaders on school, city, church, healthcare, economic development, county commission, zoning, and various other boards. They are leading by example as members of commodity groups and ag lending institutions. They are leading by positive influence in our state's legislature, in state agencies, and as governor appointees in various capacities. We are proud of what they have accomplished and of the positive results that will happen in the future. Much of that started when they made their decisions to take part in the SDARL program.

SOUTH DAKOTA AG & RURAL LEADERSHIP

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SELECTION CRITERIA

The South Dakota Agricultural and Rural Leadership program is designed for men and women typically in the early stages of their leadership careers, with a proven beginning record of leadership and a passion for agriculture.

- Resident of South Dakota (or receive board approval)
- Applicant must be actively involved in farming, ranching, agri-business, agriculture allied industries, rural community leadership position, and/or rural related occupations.
- Men and women are equally encouraged to apply.
- Class will be made up of, but not restricted to, men and women predominately between the ages of 25 and 55.
- Spouse, brothers/sisters will not be selected in the same class.
- Only one participant per employer will be accepted, unless specific approval from employer is granted.

Candidates must document, to the satisfaction of the selection committee that his/her full participation in the SDARL program, including the absences, will not adversely affect his/her business or operation. A signed agreement is required stating that spouse, employer, partners or other persons with a vested interest understand the time requirements for participation and support the applicant's candidacy. It is our hope that what you learn will be shared with your spouse and/or your employer or co-workers.

Applicant must demonstrate ability to participate meaningfully in academic seminars, outside reading, written assignments, and thorough self-expression during the selection interview.

The applicant must support and abide by all policies, rules and regulations of the South Dakota Agricultural and Rural Leadership Board of Directors.

There are no specific education requirements.

PARTICIPANT SELECTION

The SDARL Board of Directors shall select members of each class, typically about 30 participants, from a pool of qualified applicants. Participants will be selected from across the state, without regard to gender, color, disability, religion, or ethnic origin.

Applicants who meet the eligibility requirements will be evaluated on the information obtained from the application form and references. SDARL Board of Directors will select the class members immediately following the interview process.

SDARL Timetable for Class VII Selection

March 31, 2012	Applications due in SDARL Office
April 2012	Applicants notified of interview date/city
Mid April 2012	Interviews with selected applicants at various locations throughout the state
May 2012	Letters to Class VII members
June 2012	Public Announcement of Class VII Members
November 17-18, 2012	First seminar meeting for Class VII in Chamberlain at Cedar Shore Resort

Personal Gain Comments from SDARL Alumni

- Self-confidence.
- Awareness of SD and world ag issues.
- The educational learning experiences have been an outstanding, mind-challenging experience.
- I believe that SDARL is an extension of my college degree, an unofficial Masters.
- My ability to think “out of the box” has been broadened.
- I’ve gained confidence in myself.
- I can better express my thoughts and ideas to others.
- I now have the tools to take on an agricultural or rural issue and make a difference.
- The ability to see both sides of an issue and respect the pros and cons presented.
- Broader base of knowledge among many issues.
- A more global perspective of agriculture and world issues.
- SDARL has made me more aware of how to handle situations in my everyday life.
- I have the confidence now to step forward and speak up on issues of agriculture and rural life.
- I gained personally from every seminar speaker who made us think from a different perspective.
- SDARL has given me a broader sense of awareness at the local, national, and international levels.
- I now have a passion for creative thinking; SDARL helps jump start that.

EXPECTATIONS

It is expected that SDARL class members will actively participate in all meetings and activities with:

- ◆ An open and inquiring mind
- ◆ A willingness to learn
- ◆ A respect for opinions not in agreement with their own
- ◆ A commitment to greater service for the betterment of agriculture in their own community, South Dakota and the United States

A time commitment of more than 50 days is required during the two-year program. Leadership is a commitment. The SDARL Board of Directors recognizes the high level of interest in the SDARL program by potential participants, as well as the importance of utilizing donated funds to their maximum effectiveness. With that in mind, participants must demonstrate a continued satisfactory level of interest and participation throughout the two-year program or risk being asked to discontinue. If you are to participate, you must fulfill the obligation.

Communication and personal skill development are important parts of the curriculum with the idea that knowledge is good for the individual, only if it can be diplomatically shared with others.

CONDUCT

Each class member is expected to conduct himself/herself as a responsible leader. The values of the SDARL program are respected statewide, and each participant is expected to uphold those values. Along with the honor of being a member of SDARL comes the responsibility to themselves, their classmates, and the agricultural and rural community to exemplify the utmost personal and professional standards. SDARL expects mature and responsible behavior from all SDARL participants.

Alcohol

Alcoholic beverages will not be consumed during official seminar activities. Intoxication and tardiness due to the consumption of alcohol are both grounds for dismissal and/or termination and will not be tolerated.

Tobacco

The use of any tobacco product is forbidden during indoor meetings and/or classroom activities.

PARTICIPATION REQUIREMENTS

Attendance Requirement

Attendance at all seminars is a priority concern of the SDARL Board of Directors resulting in specific guidelines and disciplinary action in cases of unexcused absences. Participation in the SDARL program requires a big commitment of both time and money by all parties involved. Attendance for each seminar in its entirety is expected of each participant. Participants apply and are accepted knowing they are making a 50+ day commitment. The schedule is given to participants far in advance with the intent of eliminating absences. There should be no late arrivals or early departures from seminars, except for excused emergencies (see below). All absences, late arrivals and early departures will be recorded and the participant held accountable.

Commitment is an important characteristic of leadership, as is the ability to delegate and to have in place a succession plan for when you are gone during seminars and during the foreign travel seminar.

However, it is also realized that SDARL class members have responsibilities to their families, professions and organizations, and sometimes serious conflicts or unexpected emergencies occur and are unavoidable.

If an emergency occurs that prohibits attendance for a portion of or an entire seminar, please inform the Program Director as soon as possible.

If an absence is considered “unexcused” the participant may be asked to attend the next scheduled board meeting to A) Explain his/her absence, B) To provide a projection of said participant’s attendance through the balance of the seminars and/or C) discuss the participant’s action, lack of participation or interest, or attitude under question by the program administrators. The format of the meeting will consist of the participant’s presentation and a question/answer period with the board and program administrators.

At the end of that portion of the meeting, the participant will be dismissed and the group will collectively determine the participant’s fate as a member of the class. A majority vote of board members in attendance (assuming it’s a quorum), will result in the member’s expulsion, as well as not graduating or being considered a member of the class.

If the member is expelled, any paid funds to date that remain unused will be prorated and returned to the party that made the payment.

Assumed excused absences might be:

- Personal or Family emergency
- Legitimate business emergency that cannot be avoided or planned for
- Serious or severe illness
- Natural disaster
- Legal requirements
- Military duty

If a member misses a seminar due to an excused reason, that member shall have the right to participate in the same seminar with the next class, should the member so choose. Unexcused absences totaling two seminars will result in loss of the international experience. Unexcused absences totaling three seminars will result in dismissal from the SDARL program.

FINANCIAL OBLIGATIONS

Tuition

- ◆ If selected to Class VII, a participation fee of \$4,000 (plus applicable sales tax) per member will be required. The fee can be paid in up to four installments: \$1,500 due June 1, 2012; \$1,000 due November 15, 2012; \$1,000 due September 15, 2013; and \$740 due January 15, 2014. Total cost of training each Class VII member is expected to be over \$17,000/member. SDARL takes the responsibility of raising the additional funds (other than tuition) for each member through corporate sponsorships, grants, etc. This is not the members' obligation.
- ◆ Late payment could forfeit your participation in the class.
- ◆ All tuition needs to be paid and up-to-date prior to international travel.

Hotel Rooms

All SDARL class members will share a room with an assigned roommate for the seminars that don't include spouses. Room assignments will change with each seminar. The SDARL program pays cost of the room.

Incidentals

All incidental expenses (i.e. telephone, room service, bar, TV movies, etc.) incurred by participants at hotels must be paid by class members at the time of the service or departure.

Meals

The majority of meals are group-arranged and paid for by the SDARL program. A few meals at in-state seminars and on the National and International seminar will be the responsibility of class members. Members will know ahead of time via the agendas which ones he/she will be responsible for paying for.

Transportation

In-state transportation to the seminar site, transportation to the hub airport for out-of-state seminars, and some miscellaneous transportation expenses must be borne by participant. A one-time transportation fee of \$100 is due June 1, 2013 and goes towards the various rentals of motor coaches throughout the class period. Other examples are taxi and metro fares in Washington, D.C. or on foreign seminar, few meals on the foreign seminar and hotel room prior to departure for the out of state trips.

FOREIGN COUNTRY STUDY SEMINAR

Costs related to the foreign study seminar, including air fare and hotel, are primarily paid for by SDARL. Some of the items that are not covered would be a few of the meals, VISA application fee (if required for entry to the country chosen), any inoculations or health-related costs prior to the event, medical health insurance, transportation to the airport, airport parking, gifts and tips.

DRESS CODE

As with any business or distinguished program, participants should always present themselves in a professional manner. Being dressed appropriately is an important part of leadership. You only have the chance to form a first impression once. First impressions set the stage for both short and long term relationships. Following are dress codes and their definitions.

Business Attire – Men: Suit and tie or sport coat, nice slacks, and tie
Women: Business suit, pantsuit, business dress or skirt/blazer

Business Casual Attire – Men: Sport coat, collared shirt and slacks.

Women: dress, dress pants (no cropped length pants) and jacket or dressy sweater, button down shirt, skirt outfit

Tour Attire – Normally would be khaki's or colored slacks, (No T-shirts) polo shirts or collared shirts, SDARL apparel shirts, casual skirt outfits. Blue jeans will be permitted on only a very limited basis (i.e. livestock facility tours).

Special Attire – Weather conditions during site visits may impact dress requirements. Information regarding this will be passed along prior to the seminar.

Additional Dress Notes: - Field or farm work attire, or highly-worn attire is not appropriate. Boots/shoes should be clean, polished and neat in appearance. Discretion should be used regarding hats. If they are worn, hats must be removed while indoors and while eating (no exceptions). Hair needs to be clean and neatly groomed.

SDARL Apparel – Available for purchase. Contact SDARL office if you are interested.

PROPOSED CLASS VII SEMINAR CALENDAR

<u>Seminar</u>	<u>Location</u>	<u>Date</u>	
1	Chamberlain (1 night)	November 17-18, 2012	Sat-Sun
2	Brookings (3 nights)	December 11-13, 2012	Tues-Thurs
3	Pierre (2 nights)	January 29-31, 2013	Tues - Thurs
4	National Study/Travel Seminar Washington, DC (7 nights)	Mid to late February 2013	1 week
5	Rapid City (2 nights)	April 2-4	Tues-Thur
6	Black Hills (3 nights)	June 11-14, 2013	Tues-Fri
7	Native American seminar	July 23-25, 2013	Tues – Thur
8	Aberdeen / Milbank	November 19-21, 2013	Tue-Thurs
9	Sioux Falls (2 nights)	December 15-17, 2013	Sun – Tues
10	Huron / Mitchell (2 nights)	January 14-16, 2014	Tues- Thurs
11	International Study/Travel Seminar (10-14 days)	TBA	
12	Chamberlain (1 night) Class Graduation	April 5, 2014	Sat-Sun

***Dates and Locations may change. Expect a final schedule at April interview.**