

Personnel and Organizational Development Committee (PODC)
Report to ECOP
October 18-19, 2001

Action Items

- PODC requests the presentation of the National Diversity Award be moved to a position of greater visibility at the annual meeting of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Information Items

Professional Competencies for the Cooperative Extension System

The purpose of this work group is to develop a strategy to help states assure that Extension employees have and continue to have the necessary core and discipline competencies to anticipate and deliver quality educational programs of relevance and importance to our publics.

The product will be a Web based resource completed and released Fall 2002, complementing the *Guidelines for Professional Development* booklet. Content will include:

- Case statement
- Literature review (brief)
- List of competencies that emerge from a national review of what is currently being used within the system
- Strategies for success
- Resources (links to identified "best practices")

After review of competencies materials submitted by 16-20 states, the following are recommended for further development:

- Diversity/Pluralism/Multiculturalism
- Educational Programming
- Informational and Educational Technology
- Interpersonal Relations
- Knowledge of Organization
- Leadership
- Organizational Management
- Professionalism
- Subject Matter

By November 11, a draft of the case statement, the strategies for success, and definitions of the competencies will be circulated for review and editing by the work group. At the January meeting of PODC, final refinement of the content will be completed and strategies will be identified for introducing the Web site to system.

Organizational Culture

The organizational culture work group, recognizing that the complexity of this unique system demands connections that enhance organizational effectiveness, began discussion dealing with organizational connectedness. This work group is interested in exploring ways for state and federal partners to conduct dialogue around ongoing discussions within the system including: The Engaged University, E-Extension

and Visions for the 21st Century. A proposal for how to conduct such a dialogue will be developed within the coming months for additional discussion by the work group during the PODC January 2002 meeting.

Subcommittee on Extension Diversity

The Change Agent States for Diversity (CASD) project continues to make good progress.

- Kathy Castania, Cornell Migrant Worker Program, accepted the role of project manager for CASD. She is 20% with Cornell and working 80% on the CASD project.
- CASD was successful in competing for \$300,000 from the Fund for Rural America to assist in consistent consulting from a single vendor across all eight states participating in the CASD project. The University of Arizona was the lead state in developing the proposal.
- The SED, with the leadership of Ann Schaubert, submitted a special needs proposal to USDA for funding to develop a virtual Center for Diversity. The award for this effort was \$20,000 and Oregon State is the lead institution.

General Information

- The revision of the PODC publication, *Alternative Revenue Sources* (1997-98) is completed. Larry Arrington, one of the original authors, gave leadership to the revision effort.
- Additional follow-up to *Future Workshop Challenges* is being referred to the Subcommittee on Extension Diversity.
- During the fall meeting, PODC heard reports about: Century 21 committee, health and human services initiative, NASULGC, ECOP, SED, Administrative Officers meeting, NELD and JCEP.
- Brenda Hunter, NELD program director, met with PODC at the fall meeting to talk about the leadership development program that Tennessee State has organized. There will be four seminars with the second being held in conjunction with the Public Issues Leadership Development program in Washington DC, April 28-May 2, 2002.
- PODC is working on a web site which will include: minutes, rosters, agendas, correspondence, reports and publications. Materials are all in readiness with the final step being the actual location of the web site. Keith Niemann will continue to work with this project to determine the appropriate location and a webmaster.
- At the request of Carl O'Connor, PODC members spent time brainstorming possible strategies for implementation of the Visions for the 21st Century project.
- The winter meeting of PODC is January 16-18 in Charleston, South Carolina.

Donna K. Donald, Chair
ddonald@iastate.edu