

ECOP PERSONNEL AND ORGANIZATION DEVELOPMENT COMMITTEE
1994 Annual Report and Report to ECOP
October 1994

PODC Mission: "...provide system-wide leadership for individual and organizational excellence through the Extension system."

PODC Functions: In order to carry out its mission, the PODC makes recommendations to ECOP. These recommendations will:

Initiate, design, and promote system-wide human resource management to develop and maintain a high quality and diverse faculty and staff in the Cooperative Extension System. This includes, but is not limited to: human resource planning, professional and career development, core competencies, leadership and executive development, compensation and benefits, rewards and motivation, recruitment and staffing.

Promote and assess system progress toward achieving diversity and pluralism.

Facilitate renewal and change of mission, structure, roles, responsibilities and organization management throughout the Cooperative Extension System.

Promote individual and organizational excellence in Extension through establishing and supporting internal and external networks and coalitions. External linkages are established in cooperation with the Executive Director of ECOP.

1994 Accomplishments:

1. **Meeting Change in the 21st Century:** 614 copies of the module sold, an evaluation of the project was completed by Cornell University, and a report filed.
2. **HRM Issues Forum held:** Over 80 Cooperative Extension personnel attended representing a cross section of the System. A proceedings and executive summary have been published, a follow-up survey of attendees is planned to assess changes as a result of the conference.
3. **Diversity:** Subcommittee on Extension Diversity (SED) membership has been updated, "Pathways" was revisited, and issues identified. Joanne Bankston, Director, NCFD, has attended PODC meetings to maintain liaison. CES Diversity awards approved. Diversity fact sheets are being developed for System use.
4. **Function and Structure--Reinventing Cooperative Extension:** An outline paper has been developed that outlines the goals of this effort, funding has been obtained from ES-USDA to complete this project during 1995.

5. **Public Issues Education (PIE):** Worked jointly with PLC to develop a description of PIE I evolution. A national training is planned. Liaison to national PIE curriculum task force has been maintained.
6. **Liaisons:** Liaisons maintained with NELD, FACT, JCEP, SPC, ECOP, and PLC. NCFD advisory representative from PODC named.
7. **Other:** "Stewardship" and "Extension issues programming, is the transformation complete?" discussed and messages considered for work of PODC in 1995. Input was provided to Strategic Framework.
8. **Linkage with** NELD has been maintained. PODC gave input to the transition of NELD from Wisconsin to Ohio State University.

1995 Goals Address Three Priority Projects

1. **Organization Structure and Function of Cooperative Extension:** Chair, Paul Warner.

The goal of this project is to 1) describe differences in Extension organizations with respect to positioning, structure, funding, and relationships with external groups, 2) the implications of these factors for future directions, and 3) current efforts at organizational change (reinvention).

2. **Human Resource Management:** Chair, Nancy Hicks.

- To review the results of the Human Resource Management issues forum and the National Strategic Framework results to determine the focus of the appropriate HRM actions for the future.
- To work with the National Center for Diversity to identify effective activities for recruiting diverse staff.
- To survey the Human Resource Management issues forum to determine actions taken by participants and impacts made.
- To share with the FACT group the importance of sharing information regarding the human resource side of technology (e.g., appropriate use of various technology for communication).
- To communicate the results of the Human Resource Management issue forum through workshops with various Extension organizations (e.g., administrative managers, directors, ECOP, ESP, mid-managers, agents).

3. **PODC-SED will provide focus on diversity and diversity issues:** Chair, Patricia Calvert.

The goal of PODC-SED is to stimulate institutional actions and monitor the implementation of the declared **Emphasis on Diversity in the Cooperative Extension System**. Activities will include developing and monitoring the implementation of Pathway to Diversity, a strategic plan; facilitating a diversity recognition award to be given annually by ECOP and ES-USDA; providing diversity training and other relevant activities through the CES National Center for Diversity; convening a Council on Diversity in Extension annually; and establishing other support mechanisms to assist institutions within CES to achieve and sustain diversity and pluralism.

1995 Meetings

January 25-27, New Orleans, Louisiana (joint with SED)

May 17-19, Indianapolis, Indiana (17th--joint with PLC, SPC)

September 20-22, Colorado

MEMBERSHIP

1994

Roger Fletcher, Oregon, *ex officio*

Milan Rewerts, Colorado, *Chair*

Lu Harper, Missouri, *Chair-Elect*

Rosalie Bivin, Louisiana

Linda Bostwick, Iowa

Patricia Calvert, ES-USDA

Lawrence Carter, Florida

James Christenson, Arizona

Administrative Advisor

Dorothy Freeman, Virginia

Terry Gibson, Wisconsin

Stuart Hawbaker, Illinois, *NACAA*

Chinella Henderson, Alabama

Nancy Hicks, New York

Peter Horne, New Hampshire

Administrative Advisor

Darryld Kautzmann, Wyoming

Nicelma King, California

Chuck Leifeld, Minnesota

M. Ray McKinnie, North Carolina

John Pelham, Missouri

Trish Sacks, Massachusetts

Gene Spory, ES-USDA

Reginald Taylor, District of Columbia

Edith Thomas, ES-USDA

Paul Warner, Kentucky

1995

Lu Harper, Missouri, Chair
ECOP, Appointment, Chair-Elect

Rosalie Bivin, Louisiana
Linda Bostwick, Iowa
Patricia Calvert, ES-USDA
Lawrence Carter, Florida
James Christenson, Arizona
Administrative Advisor

ECOP Appointment
North Central Directors Appointment
NACAA Appointment
1890 Administrators Appointment
Nancy Hicks, New York
ECOP Appointment, Administrative Advisor

Darryld Kautzmann, Wyoming
Nicelma King, California
Chuck Leifeld, Minnesota
M. Ray McKinnie, North Carolina
North Central Directors Appointment
Trish Sacks, Massachusetts
ES-USDA Appointment
Reginald Taylor, District of Columbia
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Milan Rewerts, Colorado, *ex officio*