

-- Report to ECOP --  
PERSONNEL AND ORGANIZATIONAL  
DEVELOPMENT COMMITTEE  
February 24-25, 1997  
Fort Meyers, Florida

PODC met January 7-10, 1997 in Savannah, GA. This was the first meeting of the newly configured 1997 committee. To aid in gaining acquaintshp with fellow committee members and to briefly scan the national Cooperative Extension organization for issues that fall within the purview of PODC, committee members shared brief reports of current and emerging issues within their respective states and regions.

**Summary of identified issues**

- Increased movement into more diversified revenue sources
- Cooperative Extension integration/cooperation with resident instruction and research arms of university
- Alternative staffing models
- Supervision and managerial issues
- Access to Cooperative Extension human resources studies, reports, recommendations, etc.
- Urban extension work
- Building and maintaining a constituent support base for all Cooperative Extension programs
- Technology issues
- General human resources issues including (a) understanding turnover, (b) screening volunteer and paid staff for program/work related convictions and (c) work place issues such as violence, safety/security, stress/morale, recognition

**Focus of 1997 PODC effort**

As a result of this discussion, PODC will focus its work in 1997 in the areas of:

1. Alternative revenue streams (ongoing)
2. Outreach/university seamless organization (ongoing)
3. Workforce diversity (ongoing)
4. Technology issues (new)
5. Supervision and managerial issues (new)

As committee resources become available, we will place priority on addressing (a) alternative staffing models, (b) access to Cooperative Extension human resources information, (c) building constituent support bases and (d) workplace issues and employee turnover.

A summary of progress made in these areas during the January PODC meeting follows.

## **1. Alternative Revenue Streams (ongoing)**

- This workgroup of PODC members has committed to presenting a workshop at the April, 1997 CSREES Administrative Officers' Workshop focusing on organizational issues and concerns when moving into greater reliance upon nonformula funding.
- In preparation for this workshop, workgroup members will design a brief set of questions for PODC members to use to interview faculty and staff in another PODC member's state. The purpose is to begin to identify organizational issues and infrastructure needs that emerge as non-formula funding sources are more heavily utilized. The interviews will be conducted in February and March to permit preliminary analyses and implications to be shared in April.
- It is anticipated that the final product of this effort will be a position paper which will be brought to ECOP for acceptance and system-wide distribution. We tentatively plan to have this document completed in time for ECOP review in early 1998.

## **2. Outreach/University Seamless Organization (ongoing)**

- This workgroup of PODC members has completed a position paper entitled "Cooperative Extension's Role in Creating an Engaged University". A copy is enclosed with this report. PODC and, at this time, seeks ECOP's acceptance of the paper and advice for system-wide attention to the recommendations made in the paper.

## **3. Workforce Diversity (ongoing)**

- *Subcommittee on Extension Diversity.* PODC members Maurice Dorsey, District of Columbia, and A.J. Dye, CSREES, co-chair the Subcommittee on Extension Diversity (SED), a subcommittee of PODC. Since September, 1996 SED has focused on the following:
  - (a) SED and PODC leadership have clarified SED role and relationship to PODC and the manner in which new SED members will be appointed.
  - (b) Seeking to have a PODC Administrative Advisor appointed.
  - (c) Reviewing state plans of work for diversity emphases.
  - (d) Preparing to recommend Diversity Award nominees to PODC.
  - (e) Next meeting will be April 9-11, 1997 at Raleigh, NC.
- *National Center for Diversity.* At the October ECOP meeting, the National Center for Diversity, located at Kentucky State University, was requested to report to ECOP through PODC. A report from Joanne Bankston, Center Director, is attached to this report.
- *Taskforce on Recruitment, Selection and Retention of a Diversified Workforce.* This group continues its work to produce a practical resource for states regarding actual and theory-based practices that will enhance the recruitment, selection and retention of diversified workforces in states across the nation. Their target is to provide a document to PODC for review and comment in May, 1997.

#### **4. Technology Issues (new)**

- PODC and PLC jointly recommend that discussion of these issues be placed on the agenda of the joint SPC-PLC-PODC meeting that is anticipated to be held in May, 1997. Following these discussions, PODC will determine the focus of its effort in this area.

#### **5. Supervision and Managerial Issues (new)**

- By the May PODC meeting, this workgroup of PODC members will solicit via the human resources electronic network (a) concerns, (b) issues, (c) strategies, (d) training needs and (e) training materials developed. These will be compiled to determine the direction the work will take in addressing these issues.

#### **6. Access to Cooperative Extension Human Resources Information (new)**

- No action at this time.

#### **7. Workplace Issues and Employee Turnover (new)**

- No action at this time.

#### **Other PODC actions since our last report to ECOP**

- A.J. Dye, CSREES, was named PODC representative to the National Center for Diversity.
- Sally Horton, Washington, was named PODC representative to the NELD Advisory Committee.
- PODC will actively seek more interaction with PLC on issues of joint concern.
- PODC recommended that the joint SPC-PLC-PODC meeting in May begin with separate PODC and PLC meetings on Monday and part of Tuesday, a joint PLC and PODC meeting for part of Tuesday, followed by a joint SPC-PLC-PODC meeting on Wednesday morning. PODC prefers to meet May 12-14, 1997 in the greater Washington, D.C. area to permit maximum CSREES staff involvement.
- PODC has selected Seattle as the location for its fall meeting. Date selection is pending facility availability.
- For this year, PODC commits to greater use of e-mail, our committee's electronic listserv and teleconferencing to share information and conduct routine committee business. In-person committee meetings will focus on substantive developmental efforts that are enhanced by face-to-face contact.

JoAnn Gruber-Hagen  
Chair