

Report to ECOP
PERSONNEL AND ORGANIZATIONAL
DEVELOPMENT COMMITTEE
July 28-30, 1997
Lake Tahoe, Nevada

Requested ECOP Action

- 1) Request ECOP support for the concept of creating a module for developing basic supervisory/managerial competencies similar to how several professional competencies were developed several years ago.
 - Number of staff with supervisory and/or managerial responsibilities increases with every new grant that is received -- this is the wave of the future.
 - Budget will be required, perhaps in the neighborhood of \$30,000.
 - Important that supervisors/managers perform their duties effectively to maximize program effectiveness and minimize organizational liability.
 - PODC is interested in maximizing self-mediated learning methods via technology.
 - If ECOP supports the concept, PODC will bring to the fall ECOP meeting a proposal for how to proceed.

- 2) Request input from ECOP regarding PODC (perhaps jointly with PLC) addressing the organizational needs of a "new" Cooperative Extension organization that is able to be responsive and accountable in an environment that is highly fluid and dynamic due to increases in competitive sources of revenue and decreases in traditional formula funding
 - This grew out of the joint PODC, PLC, SPC May meeting.
 - A joint sub-group discussing Workforce Preparation placed this challenge before themselves "How should Cooperative Extension be organized, staffed and funded to be a recognized 'lead agency' for emerging national priorities?" Workforce Preparation is a current example of such an emerging societal/legislative priority.

PODC is interested in the issue but currently finds itself short of the resources (human and fiscal) needed to address it. It could become a natural outgrowth of PODC's work in Alternative Revenue Streams at a later time.

 - Is PODC a reflection of the larger Cooperative Extension organization -- an important, potentially far-reaching issue but no time to deal with it?

- 3) Request ECOP support for an overview of PODC, PLC and SPC to be included in the agenda for future Extension Director/Administrator orientation programs.

- 4) Request ECOP support for:
 - PODC to release information to the system as it is accumulated.
 - PODC obtains ECOP approval for recommendations or suggested actions before they are shared within the system.

PODC actions taken since February ECOP Meeting

- 1) National Center for Diversity will annually make a complete report to PODC regarding budget and program (first will be in January, 1998)
- 2) Established procedures and protocol for naming four new members to Subcommittee on Extension Diversity each year.
 - PODC members from each region will identify potential SED members, obtain Director/Administrator approval and the potential member's interest in serving.
 - PODC and SED leadership will identify new potential members during winter PODC meeting.
 - PODC Chair will make appointments which will be effective with the spring SED meeting.
- 3) James Smith, Alabama, will be PODC representative to the Planning Committee for the 1998 CSREES Administrative Officers meeting.
- 4) Future PODC meeting locations
 - September 17-19, 1998 -- Seattle, WA
 - January, 1998 -- San Antonio, TX
 - May, 1998 -- Williamsburg, VA
 - September 21-23/24, 1998 -- Madison, WI

Pending PODC actions

- 1) Engaged University
 - Broader circulation and discussion of engaged university concept and PODC paper within NASULGC.
 - Further flesh out suggestions for Extension Directors/Administrators to advance concept.
 - Establish list serve (initially) and web site (ultimately) to advance concept, share resources, etc.
- 2) Alternative Revenue Streams
 - Seminar on topic will be presented during Galaxy Conference this fall in Cincinnati.
 - On target for having a paper ready for review by the winter 1998 ECOP meeting.
- 3) Reviewing Past Reports and Position Papers for Current Issues
 - PODC members are reviewing the following documents and discussing implications electronically.
 - Extension in Transition -- Bridging the Gap (June 1-15)
 - Pathways to Diversity (June 15-30)
 - Framing the Future (July 1-14)
 - 1994 HRM Forum Report (July 14-30)
 - Building-Political Support (July 21 -August 4)
 - FACT Report (August 1- 15)
 - Lugar Questions (August 16-30)

JoAnn Gruber-Hagen
PODC Chair