

PERSONNEL AND ORGANIZATIONAL DEVELOPMENT COMMITTEE
REPORT TO ECOP
October 13-15, 1997
Cincinnati, Ohio

ACTION ITEM: Current PODC Chair and Chair-Elect request that ECOP James Smith (Alabama) as in-coming PODC Chair-Elect. James understand role expectations and is willing to assume the Chair-Elect position. Alabama will support his involvement.

UPDATE ON PODC ACTIVITIES:

1. ENGAGED UNIVERSITY

- **Seminar at Galaxy Conference:** Two present and two past PODC members will present a seminar during Galaxy on Extension's role in the "engaged university".
- **PODC "Engaged University" paper:** Implementation ideas for Recommendations for Directors and Administrators have been proposed. Implementation ideas for Recommendations for ECOP are in progress. PODC will bring both sets of implementation ideas to the winter ECOP meeting for adoption and distribution. David Rogers, a retiring PODC member, has offered continuing assistance with identifying and making accessible other resources appropriate to the engaged university.

2. ALTERNATIVE REVENUE STREAMS

- **Seminar at Galaxy Conference:** Two PODC members will present a seminar during Galaxy focusing on the personnel and organizational impacts of increased alternative revenue streams in Cooperative Extension.
- **PODC position paper:** The PODC workgroup is finishing up a position paper on the personnel and organizational issues presented by non-formula funding sources. The paper is planned to be shared at the winter ECOP meeting for adoption and distribution.

3. TRAINING AND DEVELOPMENT

- **Supervisory skills:** PODC advocates viewing research and evolving practice in personnel supervision and management in the same manner as Cooperative Extension views research and evolving practice in disciplines more commonly extended through our educational programs. A subgroup is working on establishing an agreed upon set of supervisory competencies and to apply research and practice to the Cooperative Extension work environment which is viewed as having characteristics different from the standard line organization. This will be accomplished through a collaboration of interested states.
- **Staff turnover:** PODC members report increasing rates of turnover, particularly among more recently employed faculty and staff. There is interest in pulling resources together to help

organizations understand staff turnover and organizational implications of turnover if this is an issue for them.

4. DIVERSITY

- **National Center for Diversity:** The National Center for Diversity, located at Kentucky State University, will provide an in-depth review of progress towards economic self-sufficiency and status of educational programs during the January PODC meeting. A complete report will be shared at the winter ECOP meeting.
- **Subcommittee on Extension Diversity (standing sub-committee of PODC):** Four new members have been appointed to SED bringing membership to 9 members. Structure has been adopted to assure that PODC appoints four new members to three year terms each winter beginning in January, 1998. Emphasis will be on appointing members from the Western and North Central regions and of Native American and Hispanic descent. Terms begin at the spring SED meeting. Maurice Dorsey, District of Columbia, and A.J. Dye, CSREES, continue to serve as Co-Chairs.

SED has recommended the individual to receive the 1997 Extension Award for Diversity. Approvals from ECOP and CSREES are pending. The recipient will be announced during NASULGC.

National Center for Diversity Director Joanne Bankston reported at the September SED meeting that fees for service at the Center will need to double if the Center is to make substantive progress toward economic self-sufficiency,

The sub-committee is making plans to follow through on the July ECOP discussion that SED would be involved in providing diversity training at the February '98 Directors/Administrators Meeting. SED looks forward to partnering with the National Center for Diversity in this effort.

Bob Robinson met with SED in September and continued to re-establishing the Council on Diversity within CSREES.

A report on "Recruitment, Selection and Retention of a Diverse Workforce" will be submitted to the PODC January meeting. This report will likely become part of the training provided during the 1998 Directors/Administrators Meeting.

update on Recruitment/Selection/Retention report

5. 1998 PODC MEETINGS

January 14-16 or January 21-23, San Antonio, TX

May 6-8 or May 13-15, Virginia

September 21-23/24, Madison, WI

Report submitted by JoAnn Gruber-Hagen