

What: Personnel and Organizational Development Committee Meeting Summary

When: September 29 – October 2, 2002

Where: Columbia Gorge Hotel
Hood River, Oregon

Who: A.J. Dye, Reggie Harrell, Dan Weigel, Donna Donald, Jim Lindquist, Pennie Crinion, Joe McGilberry, Ken Bateman, Noland Williams, Lawrence Carter, and Debbie Maddy

Monday, September 30

Following the world famous farm breakfast, Jim welcomed those attending the meeting and gave a brief update on committee members not present.

Introductions and “state of Extension” reports from around the country were given:

- ❖ Mississippi State– restructure of system; 100 hours professional development required annually of each agent for next three years for every agent a specified level of competency; MS now required for county directors and area agents; times are tough but excited about core staff concept being implemented.
- ❖ North Carolina State – working to define the roles of various agents and the required education levels and competencies; cutting from 25 areas of program emphasis to 5; 2.9% state budget cut
- ❖ University of Illinois – financially took a bit of cut this year, but restructured 10 years ago, so better positioned to weather the storm; matching dollars on county funds, so able to hire county level positions; campus based positions are hurting with 10 positions frozen; neat programming is happening – dislocated workers as one audience for example; kicked off family and community nutrition plan of work and will stress interdisciplinary approach
- ❖ Kentucky State – retreat for Extension and Research faculty and staff; interim president and vice president named (short term) while search for longer term interim president and vice president is ongoing so search for permanent president and vice president can begin; no state budget at present, therefore, no state matching funds to receive federal appropriations
- ❖ Florida A&M – cut in state budget with governor elections upcoming; state revenue is down, but tourism coming back; 1890-1862 relationship is taking a renewed focus at present
- ❖ Oregon State – Extension implemented a 14% budget cut this summer, 10% due to cuts made by the legislature and 4% self imposed in anticipation of additional cuts coming when legislature completed it’s fifth special session; at the end of special session an additional \$1.4 million was cut from the Extension budget; one of the cost saving steps was eliminating the Office of Professional and Organizational Development, which meant reassigning two tenured faculty and one classified employee, giving timely notice to two non- faculty and eliminating

- two classified positions; more focus is currently being given to revenue generation
- ❖ USDA-CSRESS – reorganization is working and morale is as good as it has been in recent years; third party vendor with NRCS for some of the dollars to come to Extension; Home Land Security is taking time but should provide some dollars for Extension; all 1890 institutions had state matching dollars in '02 except Lincoln, which had to turn back close to \$100,000 of federal dollars.
 - ❖ University of Maryland – state budget down 4-6% from last year; governor's race has budget as the top issue; holding about 20 positions will give 6% savings but need another 4%, so will need to eliminate program (positions); has a strategic plan with five initiatives, with three external emphasis and two internal; represents a systemic change for Maryland; new evaluation plan being introduced as outcome base with a new staffing model in the making
 - ❖ University of Nevada @ Reno -- positions frozen because of recent budget cuts; new president will look at restructuring, perhaps combining Extension and Continuing Ed; relationship with research and Extension good, requires research to include an Extension component of all projects
 - ❖ Iowa State – lost state dollars and moved into revenue generation era, which has become a way of life; is hiring mainly through user fees, particularly 4-H; much of programming is aimed to other professionals; shared county directors; FCS staff to have an in-service experience in Mexico to gain a better understanding of where the new audience is coming from
 - ❖ Kansas State – 13% budget cut; possibly looking about the same next year; will announce an alternative revenue plan at annual conference next week; grantsmanship program in development, especially for county operation; \$2 million cash flow needed; closed down one area office

Minutes of May 2002 meeting were accepted as distributed.

Reports:

NASULGC: no formal report; Dick Wootton has new job as executive director of outreach and extension

ECOP: committee received report presented in July; restructuring with mission, vision and goals

Subcommittee on Extension Diversity: met in North Dakota last week at an 1994 institute and going to move ahead in spite of restructuring, including recent submission of a new members list; Co-chair Ann Schauber will give full report tomorrow.

Administrative Officer Meeting: Pennie Crinion is PODC liaison for planning April meeting in Albuquerque, NM

Strategic Planning Council: met jointly with ESCOP to identify futuring projects; most recently has been focused on process to use for futuring efforts.

NELD: no report; noise in the system is mostly good, with some concern about costs; partnering with PILD conference in D.C. well received

JCEP: PILD is one of the bigger projects of the group; regional leadership development meetings are also JCEP responsibility; sponsors of 2003 Galaxy Conference in Salt Lake City, and ECOP is solidly behind Galaxy; will hold a Galaxy III in 2008.

Work Group Reports

After each group gave an update on progress, Jim charged the work groups to complete their current tasks at this meeting. Final reports are due to Jim by 10/4; no later than Monday 10/7

ECOP Restructuring

What follows are key ideas on ECOP restructuring surfaced during discussion and captured so Jim can build his report and recommendations to ECOP. ECOP Chair Lyla Houglum asked PODC to review the ECOP mission, principles and goals and provide input for the restructuring discussion.

- ? ECOP goals as currently presented are more inward looking and self-perpetuating; goals should be task oriented; what will be the long-term outcomes to benefit the system; goals are more similar to a plan of action for the year and don't really address the long term goals of ECOP;
- ? Task forces may address some specific clearly defined issues and should call on those with expertise in those issues. But relationships created through standing committees are what create a critical turn around. Standing committees give framework for establishing standards and benchmarks for guiding process. Standing committees can raise and focus on the bigger concepts, but also can be strategic about implementation. Also standing committees bring current national issues to the forefront through relationship with field faculty and staff; deal with the changing demographics; guiding principles; remain relevant. The challenge is to find a way to provide the concepts and guiding principles while the best practices and implementation is for the situation level.
- ? Where are the people? How do we touch/involve the troops? Whatever structure, it must provide a good cross-section of the organization's people, not just Directors who are often insulated and isolated from issues; must be people orientated. The current method utilized by PODC by having an appointee from each of the JCEP member professional associations is essential for involvement of the grassroots of the System.

- ? Vision and mission are reasonable, but guiding principles don't further the System. Instead, may be perceived to perpetuate ECOP. Need to ask: why are we (ECOP) here? Must be issue driven or run a risk of being self-serving.
- ? Value of standing committee provides an organizational history and continuity; proactive; can include rank and file who deal with the daily problem; valuable instrument to provide a 360 degree look; can utilize technology more efficiently but still necessary for ECOP to have advisory input.
- ? Engagement (of people within the organization) is primary; follow the 21st century report advice.
- ? Value statement is missing from vision and mission state; therefore, the heart is missing.
- ? ECOP needs a structure to help the System think of future issues; to step back from day to day grind to wrestle with the big topics; one size does not fit all. Structure should provide some patterns to adopt/adapt.
- ? Communication needs to be improved; system for keeping links; good charge and follow up; PODC supports 100% "provide well defined role and responsibilities for the committee and task force". Expectations must be clearly communicated.
- ? Cost is driving force; offer something more efficient. . .standing committee could have annual meeting important for relationship building, with bi-monthly conference call to keep on task and focused; relevant issues; ECOP has got lots of issues, but if someone doesn't stay focused on human resources and organizational development there will be problems; we need to be thinking System.

Recommend a structure that continues to surface issues from the ground up.

Recommend a continuing effort in personal and organizational development that represents the people of the system.

Recommend a continuing effort in diversity and pluralism.

PODC offers to continue to serve with increased efficiencies and economies: one meeting per year at a "hub" location, with bi-monthly conference calls to keep on task and focused on relevant issues; have one liaison from ECOP instead of two; PODC chair connect during ECOP meetings via technology.

October 1

Work Group Reports

Professional Competencies: final report submitted for acceptance by ECOP; with approval will be posted on PODC web site and communication plan implemented.

Scholarship: first draft of white paper was reviewed and suggestions for improving were shared with writing team; revised document was submitted for reaction by ECOP.

Chair may wish to connect with Jo Jones to make sure there is clarity between our work and the scholarship of engagement task force appointed by ECOP.

What is the communication plan for the white paper? Need to stimulate change; need for executive summary and how to use article.

Models of Engagement: exemplary models from across the nation, currently have 12-15 submitted; submit report to ECOP acknowledging the limited findings, recommend continuation and seek their guidance; also see if there's a need to combine efforts with the academy of engagement for place to learn, encourage and record; also acknowledge what's happened to those who have submitted.

Recommend recognition for engagement through professional associations.

Subcommittee on Extension Diversity: Ann Schaubert, chair of SED, gave report on National Virtual Diversity Center. Jim will link see that there is a link between the Center and JCEP, PODC and NASULGC web sites. Suggested a communication plan through regional directors, program leaders and JCEP meetings.

Recommend Ann Schaubert be invited to be on program for 2003 Extension Directors meeting in Florida to talk about National Virtual Diversity Center.

Adjourned for lunch with charge to work groups to spend the afternoon to finalize efforts ASAP and forward to Jim.

October 2

Work completed; meeting adjourned