

PERSONNEL AND ORGANIZATION DEVELOPMENT COMMITTEE
Branson, Missouri
September 21-23, 1994

Participants: Milan Rewerts, Chair
Lu Harper, Chair-Elect
Pat Calvert
Lawrence Carter
James Christenson
Roger Fletcher
Dorothy Freeman
Chinella Henderson
Nancy Hicks
Nicki King
Chuck Liefeld
Ray McKinnie
John Pelham
Trish Sacks
Gene Spory
Paul Warner
Terry Gibson
Edith Thomas

Absent: Rosalie Bivin
Linda Bostwick
Darryld Kautzmann
Stuart Hawbaker
Peter Home
Reginald Taylor

Chair, Milan Rewerts called the meeting to order; members checked in with the group reporting both personal, professional, and institution milestones since the last PODC meeting.

Gene Spory reported on the ES/CES budget for Fiscal Year 1995, updated the group on the background and action on the Assistant Secretary-Designee Jose Amador for Science and Education within USDA (Dr. Amador has since returned to Texas after withdrawing his name from nomination); status of the 1995 Farm Bill, and the pending reorganization of USDA which calls for merging Extension Service and the Cooperative State Research Service into a single agency under an Under Secretary for Research, Education, and Economics. (Secretary of Ag, Mike Espy has since resigned effective December 31, and the USDA reorganization has passed both the House and Senate with the single agency concept for ES and CSRS into the Cooperative State Research, Education and Extension Service still intact.)

ECOP--Milan reported on the ECOP meeting in July and referred to the minutes he had sent the committee from that meeting and discussed with PODC via a teleconference meeting in July.

SPC--LU Harper, PODC Chair-elect, reported on the recent Strategic Planning Committee meeting, including an update on the CES National Initiatives (Plight of Young Children and Youth at Risk will be merged into one Initiative--Children, Youth, and Families At Risk. Waste Management will be integrated into the Agriculture Base Program). She also reported on the progress of the Strategic Framework process and on Peter Magrath, President of NASULGC, and his report to SPC.

FACT--Patricia Calvert reported on the FACT request that went to ECOP in July and ECOP's approval of a Council to review accomplishments under FACT and Distance Education, identify future directions and needs, and refocus the System's future agenda for Communications Technologies on the human infrastructure--both staff and clients. A copy of the report was distributed to PODC.

JCEP--Chuck Leifeld reported on the joint efforts of the CES Agents Associations and ESP under the umbrella of JCEP. He updated the PODC on the Galaxy Meeting planned for 1997 in Cincinnati, and the yearly Public Policy Forum for JCEP held each spring in Washington, D.C.

At lunch, PODC visited with several County Extension Directors and Agents from the surrounding areas to listen to and discuss key issues facing Extension in both Missouri and the Branson/Springfield area.

Peter Block "Stewardship" Discussion--Led by Roger Fletcher, the first session in the afternoon focused on a lively discussion of Peter Block's "Stewardship" book including an exploration of the key concepts of this work, and their implications for the future of the Cooperative Extension System. A lively, spirited discussion followed with several key concepts identified for addressing on the next day during the PODC Futuring Session.

Administrative Advisor Report--Jim Christenson opened his report on an emphasis on the leadership position within CES of PODC and with his and ECOP's concerns for the future of the organization. He reported on the upcoming Extension Directors and Administrator's Conference scheduled for February 1995 in Tucson. Christenson shared some of the demographic profile from 50 responses from CES Directors/Administrators. He addressed the needs and issues raised by this recent survey and the implications of the Outreach direction several Land-Grant Universities are now taking. Also, how ECOP and the Directors/Administrators can best position the CES organization for the future.

Change in the 21st Century--Niki King reported back to PODC on the evaluation of this PODC-led project. New York (Cornell) reported selling 614 sets of the Change materials to local and state Extension Organizations.

Human Resources Management Conference--John Pelham reported on the success of this recent conference and its implications for CES program and management. He distributed the Conference Proceedings and Executive Summary. Next steps for this committee and addressing of the key issues raised at the conference will be part of the PODC futuring session and Committee assignments for the coming year.

Function and Structure Committee Report (Reinventing Cooperative Extension and its Structure)-- Paul Warner reported on the Committee's progress to date, including funding by ES-USDA for \$16,000 for the project. He distributed a copy of the proposal that went to USDA for funding; again, next steps of this committee were deferred to the futuring session and Committee assignments for the coming year.

FUTURING SESSION - Facilitator: Dr. Jerry Wade, Missouri

Vision Themes: -

Organizational Context

State-of-the-Art Delivery, Substance and Customer Access

Educational Process-Entrepreneurial

Resource Collaboration-with wide range of agencies

Values/Beliefs/Actions

Emphasis in the future will be on local communities and the impact on local citizens, families, and economies. The future will be driven by the bottom one third of society according to Dr. Wade. What is the kind of educational system that will serve that world? What is PODC's responsibility in helping Extension define the role Extension plays in that educational system? Or in defining what the Extension System becomes. How can the needs of the System be addressed considering the changes in 21st Century learning approaches. PODC's challenge is to anticipate needs and how to address those needs.

NELD - Gail Gunderson

NELD has a three year contact with Ohio State University. They are using an empowered team approach with 4 individuals. Their main focus is on development and implementation of the NELD Internship program. Gail discussed the advisors role in the program, and that most of the advisors did not work well with the interns, those that did were the exception. Part- of the problem may be the advisors role is undefined and no common ground to relate to. They will recruit in the spring of 1995 for the next class. The suggestion was made for PODC to connect to the interns through some of their projects. PODC commends Ohio State for taking the NELD program and making the transition.

DIVERSITY-SED/NCFD - Joanne Bankston, Patricia Calvert

Joanne reported there is an increase in requests for training and that the states are willing to pay for this. They are looking at alternative forms of funding. The National Center For Diversity was put into place but without adequate funding, so other sources are being sought at the present time. Pat reported on the SED proposal on 1890/1862 Administrative issues. PODC discussed the proposal and agreed that PODC should present the proposal to ECOP for discussion. PODC also suggested a joint meeting with the SED in January, If possible.

RECOGNITION - Roger Fletcher

The committee recognized and expressed appreciation for serving on the committee for the past three years and for their accomplishments the following people:

Dorothy Freeman

Terry Gibson

Stu Hawbaker

Chinella Henderson
Gene Spory
John Pelham
Roger Fletcher

Certificates will be sent to each of them.

MOVING TO HIGHER GROUND - Judy Burtner

Judy discussed the pilot project nearing completion in three states. She showed the manual that was developed with the project and is being revised. Several other states have requested the program and it is being expanded to other states. They plan to use some resource people from the pilot states to help with implementation.

GOALS FOR 1995

To study the Organization Structure and Function of Cooperative Extension

To continue Human Resource Management Issues

To continue the focus on diversity and diversity issues

To continue the liaison with PLC on Public Issues Education

FUTURE MEETINGS - 1995

New Orleans, Louisiana - January 25-27

May 17-19, Indianapolis, Indiana Joint PLC, SPC)

September 20-22 - Colorado

The meeting was adjourned.