

# Cooperative Extension – Our Future

April, 2007

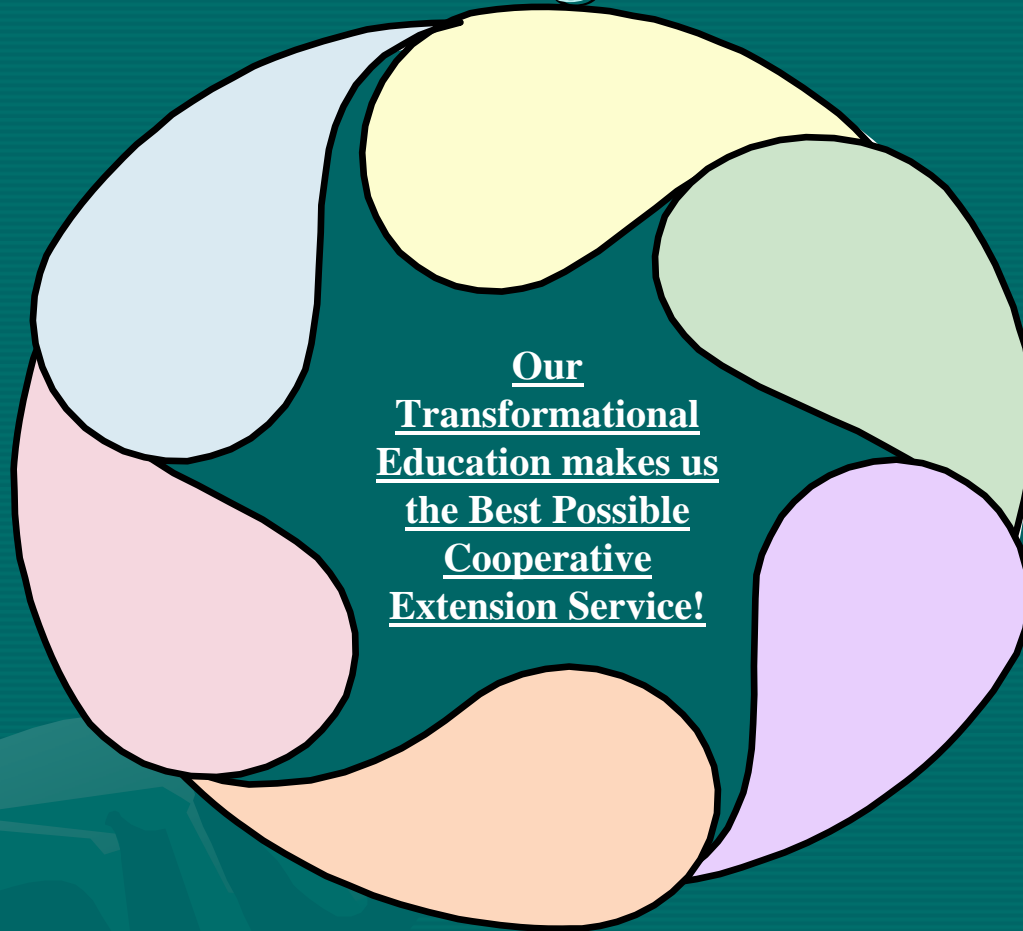
# Cooperative Extension - Our Future

- Presentation Outline:
  - Transformational Education
  - Systems Perspective on How We Best Achieve TE and Being the Best Possible
  - Scholarship and Governance
  - Organizational Development
  - Changes in the Political Environment

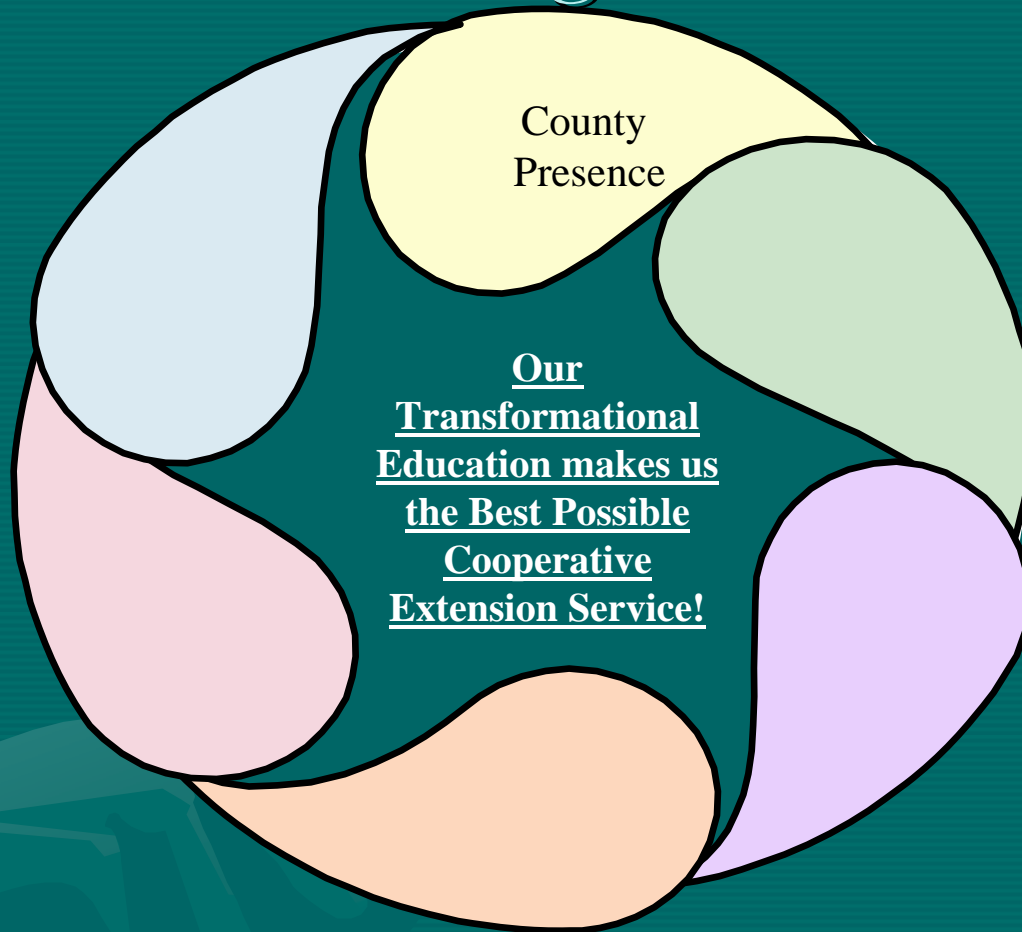
# Transformational Education – Our Past and Our Future!

- Builds from the individual's skill sets
- Improves through our teams
- Results in transformational education
- Makes us the best possible cooperative extension service

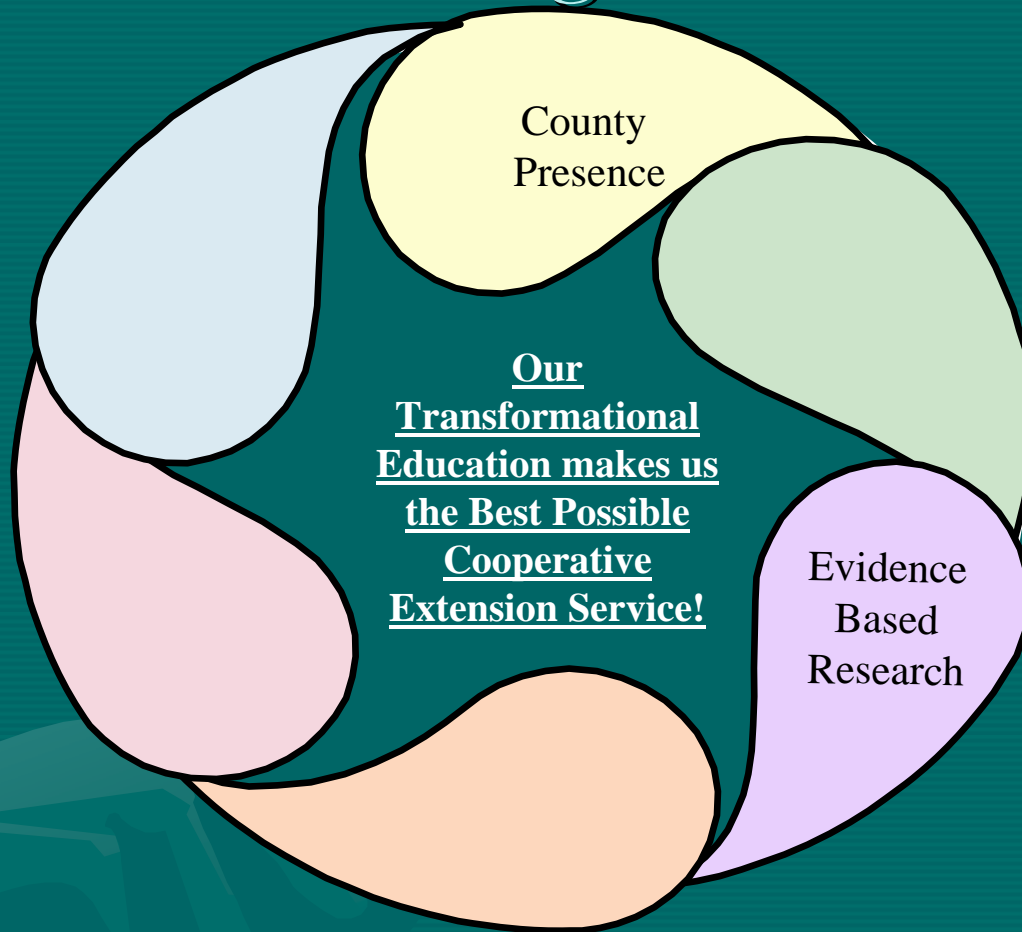
# Transformational Education: How It All Fits Together!



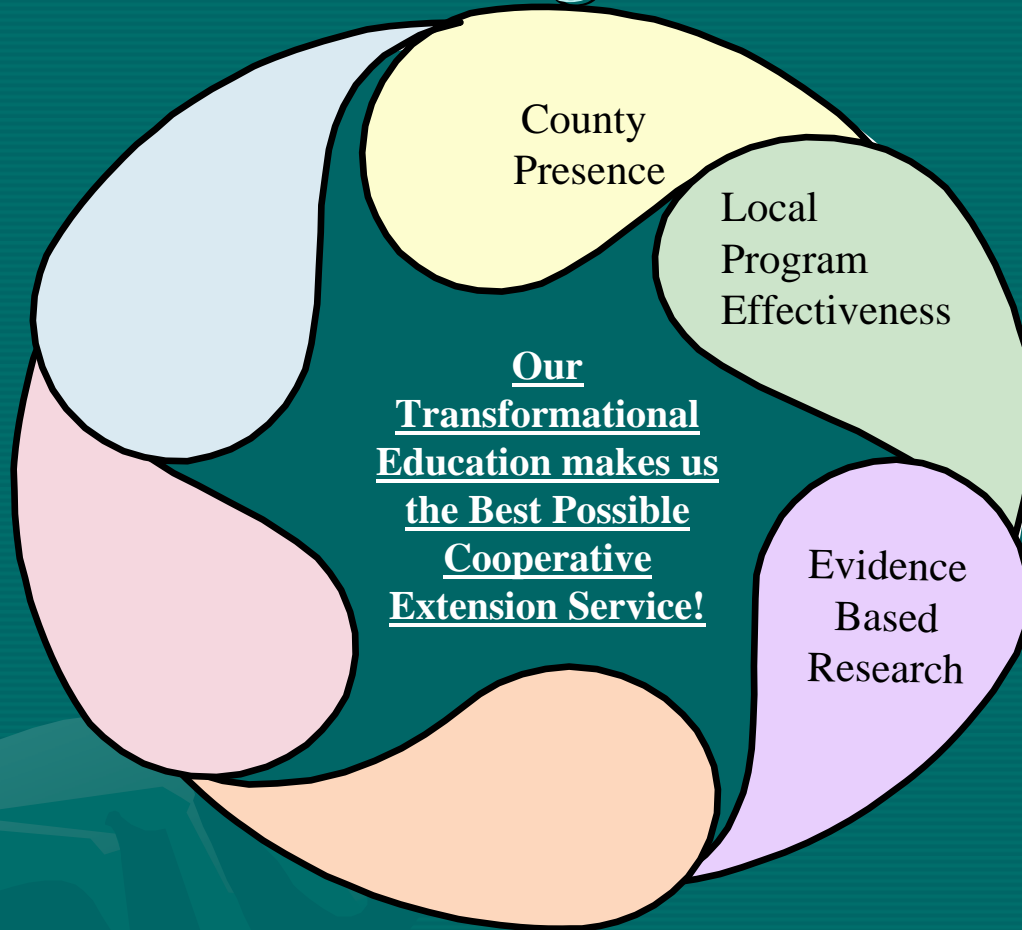
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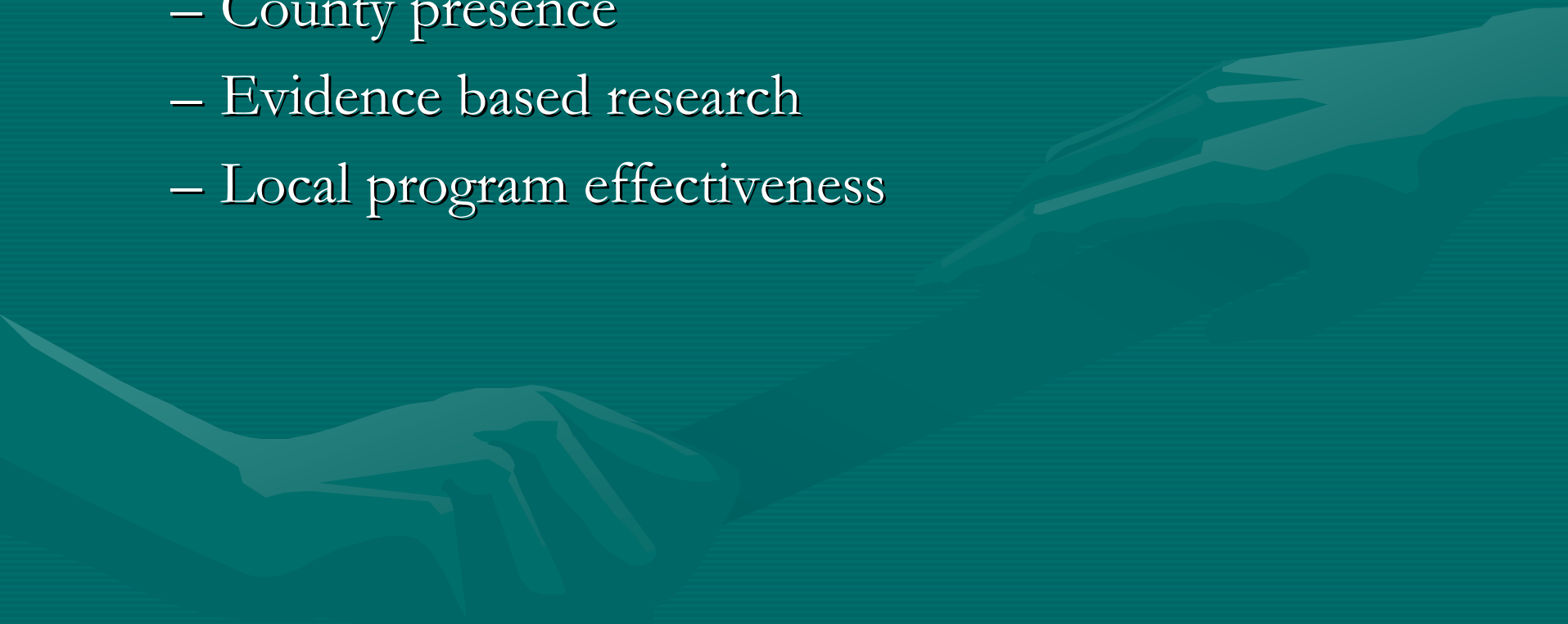


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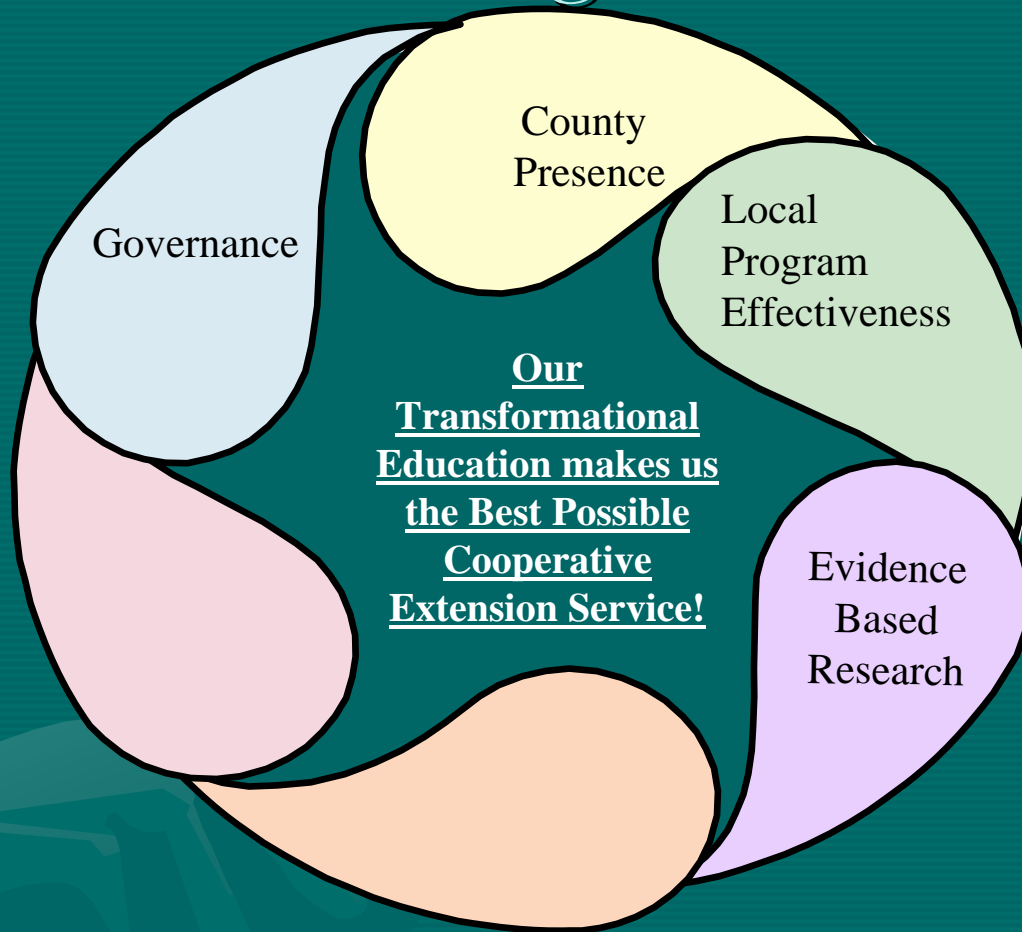


# Putting the pieces together

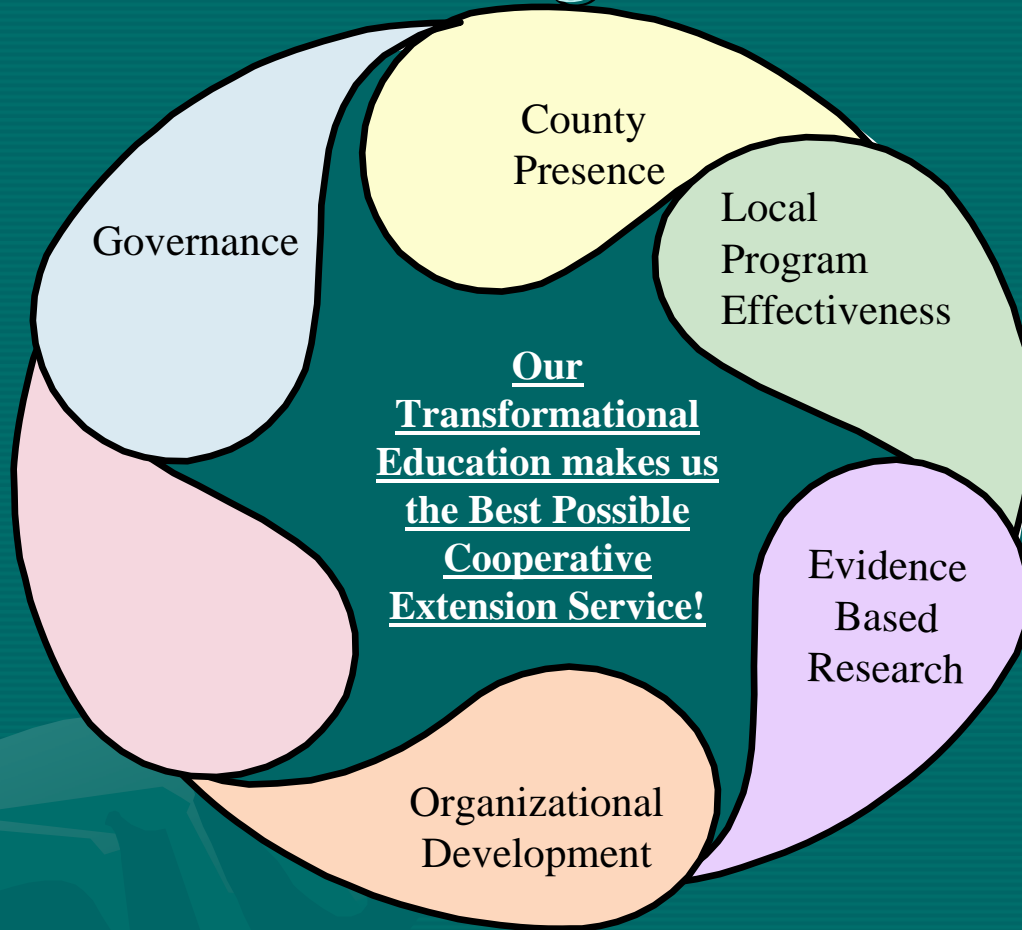
- Our niche
  - County presence
  - Evidence based research
  - Local program effectiveness



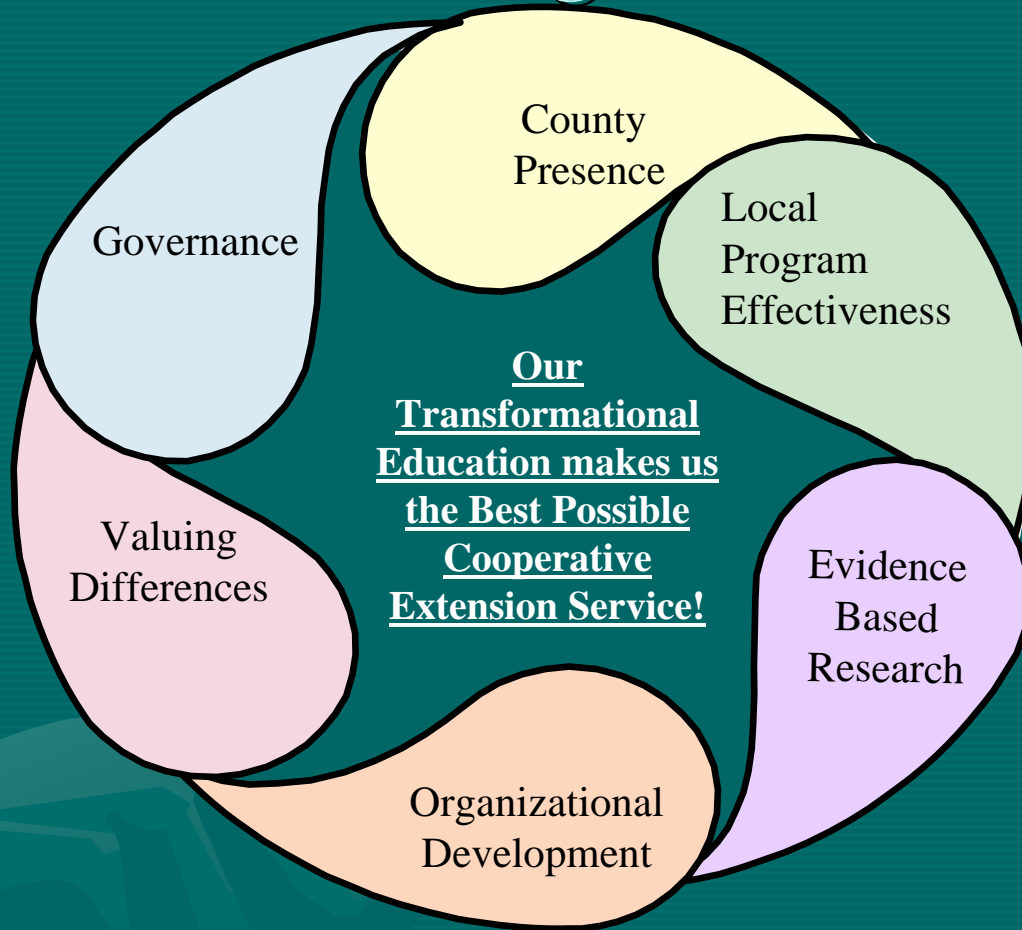
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# Putting the pieces together

- Our niche
  - County presence
  - Evidence based research
  - Local program effectiveness
- Improving our niche
  - Organizational development
  - Valuing differences
  - Governance

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Have I Observed over the Past Several Weeks?
  - CE Faculty Are Committed to Scholarship and Serving Constituents.
  - CE Faculty Are Passionate about the Standards of Scholarship.
  - CE Faculty Are Professional about the Review of Portfolios at the SRP and FTAC.
  - CE Faculty Care about their Departmental Colleagues.

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Have I Observed over the Past Several Weeks?
  - Departmental and Divisional Portfolio Review/Recommendation Process Needs to be Discussed with respect to:
    - Scholarship Expectations
    - Portfolio Expectations
    - Previous Experience Prior to Current Appointment
    - An Alignment through the Entire Pre-Tenure Period
    - Other Topics as Dialogue Progresses

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Has Been Suggested or Is in Process with respect to these issues?
  - Discussion between FTAC and respective SRP committees on specific cases.
  - Discussion between Department Chairs and Faculty Senate on Article II. B.
  - General discussion among faculty.

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Has Been Suggested or Is in Process with respect to these issues?
  - Proposed discussion between Department Chairs and FTAC.
  - Integration of our experiences from these discussions into the upcoming tenure orientation workshops.

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Has Been Suggested or Is in Process with respect to these issues?
  - A commitment to increase the dialogue between and among the SRP and FTAC membership, in particular the establishment/resumption of a joint orientation session in Aug/Sept for Department Chairs, SRP members, and FTAC members.

# Cooperative Extension - Our Future

- Scholarship/Tenure/RBC Culture: What Has Been Suggested or Is in Process with respect to these issues?
  - A closer alignment and/or improved consistency in the entire pre-tenure faculty experience.
  - My respect for faculty governance and your ability to address these issues.
  - My expectation that FTAC will remain in place as a critically important part of the tenure process.

# Cooperative Extension - Our Future

- The next steps in achieving our successful future:
  - Addressing the scholarship/tenure issue among the faculty.
  - Developing an organizational development process based on the best of RBC, MAT, CPAG, and other tools/methods as appropriate.
  - A real strategic planning process that is about organizational development.
  - Continued/on-going program planning that builds on constituent needs, resulting in transformational education at the individual, office, and team levels.
  - Information campaign to educate policy makers on how CE has evolved.
  - Effective strategies to address career path and retention issues in a changing professional work force.

# Cooperative Extension - Our Future

- The next steps in achieving our successful future:
  - Positioning our county offices to continue their great programming and effectiveness as more counties move to centralized leadership and/or small county board size.
    - Examine with the membership the mission, value, role, and composition of WACEC.
    - Focus attention on developing relationships with these leaders.
    - Expand our perspective of county government as a constituency.

# Cooperative Extension - Our Future

- *Thank you for all your work on behalf of the people in your county, Cooperative Extension, and the UW Colleges and UW-Extension!*