

Southern District Resource Management Team

November 3, 2006

Present: Peggy Compton, Matt Hanson, Lesley Scott, Dick Pederson, Mindy Habecker, Lee Cunningham, and Angie Flickinger

The meeting was called to order by Chair, Matt Hanson at 10:05. Introductions of all present were made. The minutes of July 31, 2006 were unanimously approved.

County Budget Updates: Reviewed the budgets of the counties. Jefferson and Walworth Counties seem to be having the greatest challenges with budgets this year. Crawford County has placed money in their budget to hire a CNRED position. Extension is currently trying to find the base state money for this position. Need to keep our support staff too in the counties as this has been reduced in the past few years. A few counties reflect that typical budgeting processes are not being used for these potential cuts or additions. The District overall has fared as well as any District in the state. Extension is not being singled out for cuts in county government, but is more a sign of sluggish economy and difficult economic times. Other county departments are also facing difficult times too. Perhaps we need to be more proactive and go on the offense to build not just core, but also other supportive positions. We may also have to look at how to function well with less support staff. Pederson reported that we will be able to meet our base reduction goal of \$36,174 for the Southern District by July 1, 2007. This will be accomplished through two retirements, with those positions being eliminated.

UW News in the Southern District: Pederson reported that there have been some great new hires in the District including two in Jefferson County, Gail Roberts and Tim Bender, along with Bridgette Mouchon in Green County. He also reported that there are a number of positions pending too. Dave Giroux is leaving Extension to move to a UW System position promotion. Need to work/coach the new person in his old position. Winter WACEC, District 2 meeting to be held at Deer Valley Resort on February 2, 2007. Upcoming state WACEC conference to be held in Madison at the Concourse Hotel on March 26-28, 2007. The theme is being developed but will include Capitol visits and showcase transformational education programs. Will need to plan for Chancellor visits and should lock in dates, then recruit for counties to take the open dates, which include Jan 23, and 24, July 10-11, and July 24-25. What makes the visits powerful is when you bring in partners and let them tell the story. The Chancellor was moved by the Dane County visit. Now his support person, Barb Sandridge, will be visiting the Dane County office on November 13, 2006.

UW Colleges and UW-Extension Integration: There is a proposal of shared governance for the two institutions. Currently examining the pros and cons of this. Southern District CNRED has decided to hold an additional District meeting in December so that they can deal with this issue in November because the Chancellor's timeline has been shortened by two months and preliminary plans are to be announced in January or February 2007. This was originally to be just an administrative merger for the

two institutions and a committee was formulated from the two to bring this about. However, it now seems to be stewarded by a group of six people, a very small group to see if the two governance groups should be integrated. Doesn't seem to be an open enough process with enough people involved for this kind of major change. Need to include more people in the process. The Chancellor visits to county offices are vital for him to understand the vitality and importance of the educational work that our Cooperative Extension colleagues are doing across the entire state. The Chancellor knows Extension as it was in the states that he had worked in, but is learning with the way things are in this state. So the county visits are extremely important to educate him to Wisconsin Cooperative Extension Service. The Chancellor is on a learning curve to get to know our institution and our culture. The shared vision is to be announced in January, 2007. Embrace the Chancellor and his staff, but also keep your voice and stay engaged with the process. He is moved by our work and our political capital. Still have questions about what is going on. There is an erosion of leadership in our organization primarily through retirements; this removes some of our institutional memory. Arlen is concerned about the budget of Extension. If the budget is reallocated with this integration to support the UW Colleges, it will greatly impact us.

September 21, 2006 All Staff District Meeting Recap: The program seemed to be well received because they were given a process tool that could be used for their programming. Very practical, so may wish to have other All Staff's deal with other such tools such as: technology to improve efficiency, crucial conversations, and RBC tools such as personal mission, values and vision, giving and receiving feedback. The evaluation for the world café showed that the concurrent session attendance was down at the end of the day. What we present needs to have value to all or people won't attend or will leave early.

February 22, 2007 All Staff District Meeting Planning: Pederson has booked Marv Van Kekerix, Arlen Leholm and Willie Larkin for this meeting in the morning. Do we need to take some time to frame valuable questions to use for this all staff? We could have a debriefing of the morning session after the noon lunch (investigate the likely impact of the new vision on our work and institution). This might not be of interest to all educators, so perhaps could offer the debrief as one of several possible concurrent sessions. Could use the January District Wisline to help plan this and the questions that we might use for the panel of administration?

Do we wish to plan more of a long- term vision for all of the All Staff meetings?

- What do you want to do with them and have colleagues get out of them?
- Use them as a time to celebrate?
- Have the opportunity to walk away with tools that are helpful to all and of interest to all?
- Could we use these as avenues for the RBC further education?
- What can we do when we are there all together face-to-face to best make use of these rare times? This isn't a district audioconference, but a face-to-face meeting.

What are all the other professional development opportunities that are open to faculty and academic staff? We could share these at All Staff meetings. Could do some preparation work to the dialogue with administration and perhaps have RBC module training tools or other tools such as conflict resolution, methods of collection of input, facilitation skills, time management even using Outlook tools, photo/video tools. The tentative agenda is:

8:30-9:15	Registration and visiting
9:15-10:00	Welcome, introductions and celebrations
10:00-12:00	Chancellor's vision and dialogue
12:00-1:00	lunch
1:00-2:00	concurrent session one
2:00-2:15	break
2:15-3:15	concurrent session two
3:15	have a safe journey home

Check with your colleagues about what they might like for concurrent sessions. We won't be meeting with the Quad Counties, as they have their own meeting schedule. The Crucial Conversations teaching team from Purdue is not available for our February All Staff meeting.

Other business: none

Next meeting of the SDRMT: is scheduled for Friday, January 19, 2007 from 10 am - 3:00 pm in conference room 121 at the Dane County UW-Extension Office.

Meeting adjourned at 3:20pm.

Minutes submitted by Mindy Habecker