

## **Southern District Resource Management Team (SDRMT)**

### **Sept. 6, 2005**

In attendance: Dave Wachter, Tom Schmitz, Steve Kohlstedt, Peggy Compton, Matt Hanson, Lee Cunningham, Becky Gutzman, Dick Pederson (Advisor). Absent: Jane Schaaf

The meeting was called to order at 9:05 am.

Approval of the May 31 meeting minutes-motion made by Lee and second by Tom. Motion passed unanimously.

There was a general discussion of county budgets followed by comments and updates from Dick.

#### Committee Reports:

##### Work Group #1 "Finding and funding PD"

Tom distributed notes from their July 5<sup>th</sup> meeting. The committee focused on three areas: cross-program professional development via district meetings, funding for professional development and sharing scholarship opportunities. General discussion followed.

##### Work Group #2 "Creative ways to develop and deliver programs, including multicultural models"

The Southern District Latino proposal was shared with the Dean. He was supportive but did not have matching funds available at this point, but would possibly stay involved and help find those funds. It was noted by the Work Group that possibly some of the best tools available to help us all improve our programming will be the information we gain as we work through the Responsibility Based Culture training and related offerings.

#### Old Business:

We connected via phone with Dan Malacara, Coop Extension Director of Business Services, to discuss 501 (c) 3 (not for profit) organizations within Coop Extension. This was in response to a comment that was shared on the web-based survey the SDRMT administered earlier this year. The comment was inquiring about the availability of and/or formation of a not-for-profit organization that could be the fiscal officer for grant funds. There is currently no such organization within our system. The 4-H Foundation, an example of a not-for-profit, routinely receives monetary gifts, but does not operate as a fiscal agent for grants. It would take considerable investment of time (and people power) to create a "new" organization to help facilitate acceptance of grant funds. Possibly, in some cases there are not-for-profit organizations in our counties already that could be partners on grants with us, rather than creating a new organization. Steve and Peggy will meet with Andy Lewis to discuss this further.

There was a discussion of the February SD All Faculty/Staff Inservice and the potential topics to be covered.

There was discussion on the "Emerging Issues" as identified by colleagues in the web-based survey. We reviewed the table of ideas and team members suggested additions and changes. A motion was made by Steve second by Matt to have Peggy send the edited/updated Emerging Issues Responses Table to SD colleagues. Motion passed unanimously.

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*Please note: These are draft meeting minutes, posted prior to team member approval*

Additional, specific discussion on the “Emerging Issues” included:

Multi-cultural/Latino Needs: SDRMT Workgroup 2 (Lee, Steve, Becky and Dave) will work to form a district-wide committee to offer a multi-cultural professional development (PD) opportunity to SD colleagues. Lee will initiate a discussion with the former Latino Needs Committee (those who worked together previously to submit a grant proposal) to move this forward. **Anyone in the district who is interested in helping to plan this PD session should contact Lee Cunningham, ASAP (lee.cunningham@ces.uwex.edu).**

New Business:

Dick shared with team members a “discussion guide” that was developed to obtain feedback and input from the Dept. Heads and Resource Management Teams regarding future staffing, programming and fiscal decisions. The members of the RMT generated the following thoughts and ideas.

The “core principles” that should guide future staffing, programming and fiscal decisions are:

- Programming should meet identified local priorities (identified by clientele and agents)
- Programming should be responsive to local needs/adaptable to statewide needs
- There should be a strong county presence
- Maintain connection to university research
- Show value of our programs to the county partner and state partner
- Staff and program in such a way as to gain maximum access (i.e. accessibility of programs)
- Each program area should be represented in every county
- Programming should be transformational education/make a difference in people’s lives
- Educational programming should document impact and be scholarly
- Maintain a faculty connection in each county
- Develop trust with our stakeholders
- Program areas should support cost-shared positions whenever possible
- Funding sources must enhance identified programming, not drive the choice
- Programming should first focus on local need
- There should be funds for staff AND S and E (supplies and equipment)
- Reward good partners: Put state funding into counties only when they have a good track record of supporting Extension.
- Seek new partners/partnerships
- 60/40 funding on new positions

County Scenario Exercise: County “X” staff is composed of full time faculty from each of the program areas. Past budget reductions have been met through reducing operating support (telephone, travel, etc.) and support staff. Future reductions can only be addressed through professional staff. Each department, including Extension has been directed to reduce their budget by 25%.

What are *appropriate* fiscal, programmatic and political actions/responses?

- Be a good partner/negotiate
- Regional programming staff, strategically located (fewer staff; larger geographical area for each one; make sure there are still staff in each county)

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- Generate \$\$ from outside revenue to meet 25% reduction (grants, program fees)
- UWEX staff to develop their own response rather than be dictated to
- Fewer faculty/more academic staff
- Look at tenured versus non-tenured faculty
- Explore reduced appointments
- Explore sharing with other counties
- Bring in State UWEX faculty/staff to help improve budgeting process
- Increase state percent that is paid/make up state \$\$ through reduction of administrative/programmatic staff (i.e. put dollars at the local level)
- One unified voice
- Consensus of the office on the decision (if possible)

*Inappropriate responses:*

- All or nothing approach (no willingness to negotiate)
- Clientele or stakeholder lobbying
- Cutting deals/divide and conquer/program area against program area
- County chooses not to pay for program coverage then expects surrounding county educators to help out
- Personal attacks
- UWEX Admin/Dept. Head/county partner makes decisions without staff input

What resources and support would be helpful to staff in addressing this situation?

- Employee Assistance Program-Mike Hallenbeck
- Support (through mentoring and coaching) from the Dean's office/Administrative/program areas; county staff decision
- Legal implications of extension positions
- Correct information on the budget
- Assistance with press coverage/communicating value/what to say, what not to say
- Active CPAGs/local stakeholder support
- Assistance in communicating the impact of the cut

There was a brief discussion on the current program area coverage in individual counties in the district.

Our next meeting will be on Wednesday, December 7 at 9:00 am at the Dane County UWEX.

A motion to adjourn the meeting was made by Steve; second by Tom. Motion passed unanimously.

Respectfully Submitted,  
Peggy Compton  
SDRMT Secretary