

The Southern District Resource Management Team (SDRMT) Issues Assessment Survey was conducted online during May 2005. This report includes the survey results, as well as, the SDRMT's list of Resources and Responses regarding the "Emerging Issues" identified in question 7 of the survey.

PLEASE RATE THE FOLLOWING ISSUES ON HOW IMPORTANT EACH IS TO YOU.

1. Disbursement of district one-time funds for special district projects.

	Number of Responses	Response Ratio
Very Important	13	27%
Important	22	46%
Somewhat Important	8	17%
Not Important	5	10%
Total	48	100%

2. Exploring creative ways to develop and deliver programs, including multi-cultural models.

	Number of Responses	Response Ratio
Very Important	17	36%
Important	23	49%
Somewhat Important	3	6%
Not Important	4	9%
Total	47	100%

3. Investigating what keeps us working at a high level.

	Number of Responses	Response Ratio
Very Important	11	23%
Important	13	27%
Somewhat Important	16	33%
Not Important	8	17%
Total	48	100%

4. Finding and funding professional development opportunities

	Number of Responses	Response Ratio
Very Important	26	53%
Important	17	35%
Somewhat Important	5	10%
Not Important	1	2%
Total	49	100%

5. Leadership in a responsibility-based culture (exploring leadership roles in our jobs and offices)

	Number of Responses	Response Ratio
Very Important	10	21%
Important	16	33%
Somewhat Important	14	29%
Not Important	8	17%
Total	48	100%

6. Building and strengthening relationships with partners (WACEC and others)

	Number of Responses	Response Ratio
Very Important	10	21%
Important	19	41%
Somewhat Important	15	32%
Not Important	3	6%
Total	47	100%

	<b>Emerging Issues Identified by SD Colleagues</b>	<b>Resources and Responses</b>
1	Educational opportunities for Latino audiences and child care equipment for our training sites to welcome Latino women to educational events.	Diversity Team: JoAnn Hinz
2	Multi-cultural issues programming (office team approach)	Latino Resources
3	Multi-cultural training/programming in the district	ANRE contact: Rose Skora
4	Working with diverse, multi-cultural audiences	CNRED contact: Arlen Albrecht
5	Meeting the needs of Hispanic employee's (and their respective families) and their employers.	FLP contact: Faye Malek
6	Serving the Hispanic and Hmong populations	4-H YD contact: Wayne Brabender <a href="http://www.uwex.edu/ces/latino/index.cfm">http://www.uwex.edu/ces/latino/index.cfm</a>
7	How do we reach the Hispanics in our communities? I would like some professional training on this. As well as getting a better understanding of the Hispanic culture so that I understand where they are at and where I need to meet them.	Extension en Espanol National website for Spanish language educational Extension resources <a href="http://extensionenespanol.net/">http://extensionenespanol.net/</a>
8	Outreach to Spanish population in rural counties - many work in Ag. related industries, could involve all program areas	Hmong Task Force Sue Buck, Chair <a href="http://www.uwex.edu/ces/hmong/">http://www.uwex.edu/ces/hmong/</a>
9	Outreach to Spanish-speaking residents of the county.	4-H YD Multicultural Team
10	Working across county lines to address issues such as the growing Hispanic population	Tim Talen, Sally Bowers, Lesley Scott
11	It is important to consider our changing demographics (ie growing Latino population)	Several members from the Resource Mgmt Team are organizing a committee to offer a district-wide Multicultural and Latino Needs professional development opportunity. To get involved contact Lee Cunningham, Dane County UWEX, (lee.cunningham@ces.uwex.edu).
12	Growing diversity within our communities, cultural awareness and competence	
13	Food security and gardening materials in Spanish and need for bilingual educators	FLP Poverty and Food Insecurity Team Kadi Row, Food Security Specialist SD Contact: Donna Peterson
14	Special outreach efforts to target the underserved minority and disability audiences.	To be addressed by SDRMT Work Group #2 (Program Delivery). Could also be addressed through colleague sharing within and between program areas.
15	Attracting new audiences to our existing programs and creating new programs to meet their needs.	
16	Providing education for people with very little time	
17	Finding ways to effectively provide services to farmers who are working full-time off of the farm	
18	Serving people who have very limited income and resources	
19	Land use, especially urban sprawl. High land prices that encourage diversion of Ag. land into development.	ANRE Land Use and Agriculture Team Co-leaders: Tom Cadwallader and Bill Bland <a href="http://www.uwex.edu/ces/ag/teams/landuse/index.html">http://www.uwex.edu/ces/ag/teams/landuse/index.html</a>  Center for Land Use Education Anna Haines <a href="http://www.uwsp.edu/cnr/landcenter/">http://www.uwsp.edu/cnr/landcenter/</a>
20	Urban/rural relationships	Center for Land Use Education Anna Haines <a href="http://www.uwsp.edu/cnr/landcenter/">http://www.uwsp.edu/cnr/landcenter/</a>  "Partners in Rural WI: A Guide to Positive Neighbor Relations in WI Farm Country" was developed through the efforts of UWEX in Green, Dane and Columbia Counties along with many other partners. Available from the WI Farm Bureau Federation (608 828-5709; www.wbf.com)  "Country Acres: A Guide to Buying and Managing Rural Property" by Lowell Klessig and Mike Kroenke, <a href="http://cecommerce.uwex.edu/pdfs/G3309.PDF">http://cecommerce.uwex.edu/pdfs/G3309.PDF</a>

21	A long term relatively easily delivered nutrient management education program patterned after pesticide applicator training. Not enough time to do in depth one-on-one education (that would be more effective) for all the farms that will need nutrient management plans.	ANRE Nutrient Management Team Co-leaders: Dave Fischer (SD) and Scott Sturgul Other SD Contacts: Ted Bay, Matt Hanson, Karen Talarczyk (NPM) and Kevin Shelley (NPM) <a href="http://www.uwex.edu/ces/ag/teams/nutrient/">http://www.uwex.edu/ces/ag/teams/nutrient/</a>
22	I have been involved in discussions with two growers recently who are interested in strip tillage, but I think it is a part of a bigger picture including a full strip crop management system-from tillage to planting and beyond.	ANRE Team Grains Soil Fertility and Management Workgroup Contact: Mark Kopecky or Dick Wolkowski <a href="http://www.uwex.edu/ces/ag/teams/grains/index.html">http://www.uwex.edu/ces/ag/teams/grains/index.html</a>
23	Soybean rust	ANRE Team Grains Craig Grau, Plant Pathologist SD Contacts: Matt Hanson, Dave Fischer <a href="http://www.uwex.edu/ces/ag/teams/grains/index.html">http://www.uwex.edu/ces/ag/teams/grains/index.html</a>
24	Eastern variant of western corn rootworm	ANRE Team Grains <a href="http://www.uwex.edu/ces/ag/teams/grains/index.html">http://www.uwex.edu/ces/ag/teams/grains/index.html</a> Eileen Cullen, Field and Forage Crop Specialist SD Contacts: Matt Hanson, Dave Fischer
25	Alternative/renewable energy sources.	CNRED Energy Team Solid and Hazardous Waste Education Center Sherrie Gruder, (State Specialist) <a href="http://www3.uwm.edu/Dept/shwec/">http://www3.uwm.edu/Dept/shwec/</a>  Focus on Energy <a href="http://www.focusonenergy.com/">http://www.focusonenergy.com/</a>  SD Contact for Ethanol Production: Mark Mayer
26	Youth leadership development	Youth Leadership Team Mel Miller
27	Youth entrepreneur workshops: What we need to cultivate in rural areas are job creators not seekers	Could be addressed by the State 4-H leader/program and/or the UWEX Small Business Development Center <a href="http://www.wisconsinsbdc.org/about.cfm">http://www.wisconsinsbdc.org/about.cfm</a>
28	Address obesity issue with flp, 4-H, wneq - creative ways to reach audiences in urban and rural areas.	FLP Team Eating Well and Being Active Amy Rettammel (State Specialist) SD Contact: Mary Krisco
29	Natural Resources Economic Development work and how to define our role	Could be addressed by the CNRED Program Leader or Center for Community Economic Development <a href="http://www.uwex.edu/ces/cced/">http://www.uwex.edu/ces/cced/</a>
30	It is important to consider the need for creative and innovative approaches to economic development with a regional focus	
31	Help in recognizing Ag. Economic development opportunities. What is needed to foster new opportunities or new collaborations that could result in greater economic benefits.	Ag. Innovations Center Greg Lawless and Greg Wise SD Contacts: Paul Dietmann, Dave Wachter, Lee Cunningham, Bill Rizzo, Tim Rehbein, Laura Paine <a href="mailto:aic@uwex.edu">aic@uwex.edu</a> <a href="http://aic.uwex.edu/">http://aic.uwex.edu/</a>
32	Continued support for Extension in the counties is a concern. Extension has to be valued by the local people and by the local people who will speak up for it. If transformational education is our hedgehog, what we can be the best at, then we need to do this, do it well and have county people understand what we're doing.	Budget and communication issues could be brought to Department Heads and Dick Pederson.  The developing CPAGs (Community Partner Advisory Groups) will help gain support from local elected officials and others.
33	CPAG organization/development in the district	CPAG Liaisons: Kathleen Haas, Deb Jones, JP Ploetz <a href="http://cpag.uwex.edu/">http://cpag.uwex.edu/</a>
34	It's critical to continue to establish trust and communication with our elected officials.	
35	The continually shrinking budget	Other items in this section regarding transformational education, trust and communication could be addressed by the Responsibility Based Culture training and/or trainers. SD Contacts: Bill Rizzo, Leslie Scott, Lee Cunningham, Dick Pederson <a href="http://www.uwex.edu/ces/admin/responsibility/">http://www.uwex.edu/ces/admin/responsibility/</a>
36	Funding for summer interns	
37	Maintaining staff morale	

38	Individuals and county offices are encouraged to search out soft dollars to support ongoing high priority projects. This committee should take the lead on developing a District or State wide 501c3 holding non-profit to be the manager of soft funds for multiple projects. Educators are educators and county offices cannot become non-profit entities without being seen as circumventing the county budget system which is financial suicide.	The SDRMT addressed this idea with Dan Malacara, Coop Extension's Director of Finances. For details, see the minutes from the Sept. 6, 2005 SDRMT meeting, posted on the district website.
39	Have a report prepared to examine UWEX educator's salary/pay levels by programs, duration of appointment, gender, and type of appointment to see if salaries are competitive or not.	This is a faculty and academic staff governance issue being addressed by Academic Leadership Standing Committee (Tom Schmitz and Dick are SD reps.), Academic Dept. Chairs (Tom Schmitz for 4-H YD from SD) and Academic Staff Council (Pat Ludeman is SD rep).
40	Program coverage in counties without professional staff in a specific discipline area (ANRE, CNRED etc.)	This is a personnel issue beyond the realm of the SDRMT. We will pass the information on to Admin and we encourage you to do the same. In addition, there is a statewide Program Coverage Committee (Steve Kohlstedt and Dick Pederson are SD reps.)
41	Continuing demand for horticultural info and not enough educators to provide it	Should be addressed by ANRE program Admin (Rick Klemme, Dave Williams). Ideas/concerns can also be brought to Lee Cunningham.
42	Find more creative ways to celebrate our successes.	To be addressed by SDRMT Work Group #2 (Program Delivery)
43	There are so many common issues across the district. It seems like it would be good to fund the bringing together of leaders (elected, business, nonprofit, et cetera) across the district to share with one another the issues they are facing and learn from each other.	This idea could be developed through leadership of WACEC, CPAGS or in other ways. Consider submitting this idea as a grant proposal to the SDRMT for possible funding through the one-time funds grants in 2006.