

UW-Extension

Western District Resource Management Advisory Plan

(A work in progress, to be revised as appropriate)

Current Committee Members:

- Larry Balk - Ag & Extension Education Committee Member, Buffalo County
- * Marcia Baurichter - Academic Staff, Buffalo/Pepin County
- Leon Berenschot, Ag & Extension Education Committee Member, St. Croix County
- * Don Dukerschein - Department of Youth Development, Chippewa County
- ** Jim Faust - Department of Ag & Natural Resources, Dunn County
- * Jim Janke - Department of Community, Natural Resources & Economic Development, St. Croix County
- ** Deb Jones -Department of Youth Development, Jackson County
- ** Bentley Lein - Department of Community, Natural Resource & Economic Development, Monroe County
- ** Mary Lestrud - Department of Family Development, St. Croix County
- ** Martha Mabis - Academic Staff, St. Croix County
- Mike, Perkl, Chair - Western District Director
- * M.E. Sjolín - Department of Family Development, Clark County
- * Ron Wiederholt - Department of Ag & Natural Resources, Clark County

* Term expires in February 2001

** Term expired in February 2002

Western District Counties:

Barron
Buffalo
Chippewa
Clark
Dunn
Eau Claire
Jackson
La Crosse
Monroe
Pepin
Pierce
Polk
St. Croix
Trempealeau



Date: September 13, 2000

Purpose

At the request of Dean Carl O'Connor, UW-Extension Faculty and Staff are selected by their peers to develop and update a resource management plan that best meets the educational needs of clientele in Western Wisconsin. Utilizing input from county partners and the faculty and staff in the Western District, the following resource plan has been developed. This plan is an evolving document that attempts to balance 1) programming that addresses both continuing and new educational needs with 2) changing funding environment and realities. For more information, see the ACooperative Extension Resource Management Planning@letter by Dean Carl O'Connor, dated July 16, 1997.

Western District Values and Goals

Resource planning is guided by values and goals important to the Western District Faculty and Staff.

Values include:

- C Quality, locally based educational programming,
- C District faculty and staff will have input into identifying educational priorities,
- C Counties and other funding partners will have input in determining priority programming and staffing decisions,
- C All Extension faculty and staff,
- C Varying staffing and programming models among program areas,
- C Diversity in staff, programming and clientele,
- C The research contributions, programming quality, and accountability inherent in faculty positions.

Goals:

- C To best serve the educational needs of Western Wisconsin
- C Maintain or increase current level of staffing of faculty positions within program areas
- C Academic staff positions may evolve into tenure track faculty positions where long-term educational priorities exist and base funding levels permit,
- C Programmatic flexibility will be achieved through:
 - C Creative programming
 - C Long-term professional development (retraining)
 - C Fiscal reallocation
 - C Securing additional long and short-term funding

Expectations of Western District Resource Management Team

Deliberations and decisions shall consider the interests of the citizens of western Wisconsin, county and other partners, the UW-Extension system, faculty governance, and faculty and staff. Members should broadly view decisions that are in the best interest of the Western District citizens and the UW-Extension System. Further, it is the responsibility of the team to review and revise the plan on an ongoing basis.

Operations of the Western District Resource Management Team

- C Selection of Resource Management Team - The team will consist of 10 Western District faculty and staff and two WACEC representatives. Each academic department and academic staff will be represented by two members serving non-concurrent 2-year terms. New representatives will be selected by these units each February. The Western District Director will serve as committee chair.
- C Rules of Consensus - While unanimous consensus is our team goal, a simple majority vote will serve to move decisions forward.
- C Meeting Schedule - An organizational meeting will be held annually in March.
- C Organizational Communication and Accountability - The committee will provide a status report annually at the District 5 WACEC Business Meeting, and biannually to Western District Extension colleagues at the District All Faculty/Staff meetings.
- C Educational Priorities - The resource management team will review educational needs in the Western District. Priorities should be identified based on county, multi-county, and district needs. In addition, state and federal priorities should be monitored as to their appropriateness and application within the district.

Decision-Making Criteria

Criteria for Reviewing Requests/Recommendations

The Subsequent criteria will be used in reviewing requests/recommendations submitted to the District Resource Management Team. A request/recommendation will not necessarily have to meet all criteria in order to be granted or implemented. But the following questions will be asked in the decision-making process.

- ' Values and Goals
 - C Is the request/recommendation consistent with the values and goals identified in the DRMP?

- ' Faculty/Staff Input
 - C Does the request/recommendation address priorities identified by Western District faculty and staff?
- ' County Input
 - C Does the Request/recommendation address priorities identified by Western District WACEC members/county partners?
- ' Funding
 - C Is funding the request/recommendation a responsible financial decision that does not jeopardize long-term DRMP goals, ie. base fund reduction.

Staffing Criteria

A review of the following criteria will be used in recommending faculty or academic staff status for proposed positions.

- ' Type of Funding
 - C Are funds long-term (base) or short-term (one-time) in nature?
- ' Programmatic Need
 - C Are programmatic needs addressed of a long or short term nature?
- ' Research Base
 - C Does a University research base exist to support programmatic efforts?
- ' Program Delivery
 - C Does the position compliment the current or evolving district program area delivery model?
- ' DRMP Goals
 - C Is the position consistent with DRMP goals and identified priorities?
- ' Funding Partner Input
 - C Is the position consistent with funding partner input?

Future Funding Forecast and Responses

The long-term federal and state fiscal forecast includes the potential for flat or decreased base funds. Overall funds available could increase, however, these increases will likely occur in short-term, targeted, or one-time funds. This scenario could include fewer long-term staffing appointments in the future. In an attempt to begin to address this issue, the following strategies and actions have been identified:

- ' Staffing
 - C One faculty per program area per county.
 - C Offer of reduced appointments to current faculty and staff.
 - C Part-time positions considered

- ' Funding
 - C Actively seek increases to county, state and federal base funding.
 - C Identify and pursue new sources of long-term funding.
 - C Consider minor modification to 60/40 state and county ratios.
 - C Generating grant dollars at the district level, including capturing dollars from oversight/indirect costs.

- ' Appointments
 - C Reduce tenure commitment to new faculty hires.
 - C Place a tenure cap within academic departments.

Strategies will be implemented either individually or in combination to reach the identified objective.

One-Time and Base Funds Allocations to Districts

Beginning July 1, 1998, a percentage of the state base salary savings and one-time savings will remain in their respective districts. All Western District base salary savings will be directed towards the following positions (numbers 1 & 2 are currently funded via the Deans budget for a limited period of time):

1. Pierce/Polk/St. Croix County Horticulture Educator Position (1.0 FTE)
2. Eau Claire County Horticulture Educator Position (0.7 FTE)
3. Potential increase of St. Croix County Family Living position from current .75 FTE to 1.0 FTE.

- ' Begin dialog with county partners to explore potential CNRED positions.

Note, all of the above mentioned positions are cost shared 60% state/40% county. One-time savings are currently set aside to fund the Western District Resource Management Innovative Grant Program.

New and Unmet Educational Issues

Input was solicited from district faculty and staff. The Western District Faculty and Staff voted their preferences. (See Appendix A) Agriculture and Extension Education Committees provided additional input in the establishment of priority issues and needs. From this data, three priority areas were established. They include: Horticultural Information and Education, Land Use Planning-Including Siting and Disposal of Animal Waste, and Youth Issues. Educational responses and programming strategies in each area will be identified by these work groups. Work groups include, but are not limited to, county Agriculture and Extension Education Committee members, state specialists, program area leadership, non-Extension professionals, private industry representatives, clientele, and Western District Faculty and Staff. The following will chair their respective work group in the pursuit of recommendations to the Western District Resource Management Team for resource allocation decisions.

- C District Horticultural Information and Education-Greg Andrews
- C Land-Use Planning-Bentley Lein
- C Youth-Marie Ritscher and Don Dukerschein

Work group recommendations will be attached to this document when completed, as appendices.

Other priorities identified include:

- C professional development,
- C retraining of existing faculty and staff,
- C grant writing,
- C Infosource,
- C grazing education,
- C external relations and marketing, and
- C Western District CNRED staffing.

District supportive materials:

- C Appendix A – District Resource Management Faculty and Staff Preferential Ballot Results
- C Appendix B C Chart of Western District Staff (FTE) by Department
- C Appendix C C Chart of Western District Staff (FTE) by Program Area
- C Appendix D C One-Time Funds Allocations to Western District
- C Appendix E C UWEX Western District Budget
- C Appendix F C UWEX Western DRMP Outcomes Summary
- C Appendix G C District Resource Management Innovative Grant Program Outline
- C Appendix H C District Resource Management Innovative Grant Program Application Form

Future appendices being developed:

- C Appendix I C Land Use Work Group Recommendations
- C Appendix J C Horticulture Work Group Recommendations
- C Appendix K C Youth Work Group Recommendations