

Call for Nominations Cooperative Extension Council for Strategic Change

Purpose: The Council for Strategic Change is responsible for oversight and guidance for the efficient implementation of the Cooperative Extension Strategic Plan and coordinating those activities with ongoing organizational improvement efforts.

Council Responsibilities:

- To educate, coach, mentor and engage colleagues in creating a culture of change through the implementation of the Strategic Plan.
- To serve as advisory to the Dean and Director of Cooperative Extension on Strategic Plan implementation issues.
- To align organizational structures and activities. The Council will draw on existing structures for implementation and when necessary will establish short and long term workgroups and/or organizational efforts.
- To utilize the Cooperative Extension Strategic Plan Implementation Logic Model as a road map to guide the work of the Council.
- To actively communicate throughout Cooperative Extension the progress toward Strategic Plan implementation.
- To seek input, support, and when necessary, approval from shared governance and administrative entities to move initiatives ahead.
- To monitor timeline, evaluate and communicate progress toward intended outcomes.
- To serve as a clearinghouse for suggestions for strategic change strategies.

Council Scope and Sequence

- The anticipated completion date for the Council for Strategic Change will be July 1, 2010, though the work period may be extended if needed.
- The Council for Strategic Change will need to meet intensively for the first six months (an average of two days a month) and once a month subsequently.

Council Membership

- Selection of Council members rests with the Dean and Director of Cooperative Extension.
- Membership of the Council will include 12 members and the Dean and Director of Cooperative Extension (13 total)
- Council members must be able to reprioritize their current commitments so they can devote sufficient time to fulfill the responsibilities of the Council.

Perspectives and Skills Represented on the Council

Council members should be change agents who represent the broadest possible thinking and have the skill to guide implementation of the Strategic Plan. When appointing the Council, in addition to including the traditional Cooperative Extension categories of representation (campus and county-based, faculty, academic staff, classified staff, districts, program areas), consideration will also be given to the following perspectives and qualities:

- Well-respected for commitment to organizational improvement
- Cross-cultural competency, the ability to relate to people who are different than themselves
- Diverse cultural perspectives
- Institutional and local budget experience
- Long-term and short-term employment in Cooperative Extension
- Former experience with this Strategic Planning process to ensure continuity of the process
- Generational differences and ability to relate to those of different generations
- Communication and marketing experience
- Knowledge and expertise in organizational change management
- Institutional/organizational memory

Administration and Support for the Council

- The Council will receive support for staffing, facilitation, and logistics.
- Travel expenses will be reimbursed by the Dean's office.

Nominations

Express your interest or nominate a colleague by replying to Dean Klemme at richard.klemme@ces.uwex.edu by August 21, 2009. Provide a very brief explanation about why, and how, you'd like to contribute to the Council for Strategic Change. In the case of a colleague nomination, explain why the nominee would be an important contributor to the Council.