

RE-ENVISIONING COOPERATIVE EXTENSION ESSENTIAL POINTS

March 6, 2002

Rationale: We are at a critical juncture in Cooperative Extension. With new leadership at UK and in the College of Agriculture and CES, this is an excellent time to examine our priorities and structure. We need to set priorities as we broaden our vision of CES.

The Re-envisioning process came about initially in response to a need to examine our organizational structure as requested by President Todd and Dean Smith. Really, this is in response to a need to examine CES and our vision for the future. Contrary to "common knowledge", no fixed organizational structure plan exists at this point. We will have fewer than 14 administrators at the APD level. However, WE HAVE A BLANK SHEET TO WORK WITH TO DEVELOP RECOMMENDATIONS FOR OUR VISION AND ORGANIZATIONAL STRUCTURE.

A retreat of the Extension Administrative team was held February 6-7 to examine CES and how we might approach developing a new CES organizational structure to better meet needs of clientele. The retreat was led by an organizational facilitator, Ms. Carol Anderson, who has worked with Ford Motor Co., and other Fortune 500 companies. From that retreat, the re-envisioning process has been initiated. THIS PROCESS INVOLVES AND AFFECTS NOT ONLY EXTENSION ADMINISTRATION, BUT ALL COOPERATIVE EXTENSION, INCLUDING AGENTS, SPECIALISTS AND STAKEHOLDERS.

A Re-envisioning team has been named including administrators, agents and specialists. Members of the team were nominated by their peers and selected for their vision, ability and commitment to developing an improved CES system. Additional input from other stakeholders will be a part of the open Re-Envisioning process.

The Re-Envisioning process will involve an environmental scan of current trends and needs, and prioritization of those program needs. We will use focus group and council input already obtained over the last two years, plus we will seek input from internal and external stakeholders and collaborators, including those who may not have previous contact with Extension.

A second step will be to compare the trends and priorities to our current vision, and to adjust our vision to align with the new priorities. However, OUR MISSION WILL NOT CHANGE, EVEN THOUGH OUR VISION IS BROADENED. Also, we will continue to support our base programs.

We will examine our current job functions, technology, procedures and staffing patterns to assess how we can better address the priorities identified in the

environmental scan assessment and visioning process.

Two to three CES organizational structure scenarios will be developed to address the priority program and clientele needs, considering the broadened vision and priorities developed previously.

At the conclusion of the process, a final recommendation will be made to Dean Smith from Associate Dean Turner and the Re-Envisioning Team by mid-summer.