Extension Administrative Transition Goals

- Increase agent time available for programming.
- Increase supervisor mentoring opportunities.
- Streamline fiscal accountability and compliance.
- Reduce staff to supervisor ratios.

Overview of Proposed Models

28 Administrative Areas in 3 Regions

- Establishes 28 area extension directors, replacing the district director model.
- Each area will be comprised of three to five counties.
- Sets the direct supervision ratio for area directors at an average of 26 employees.
- Transfers supervision of county staff assistants and custodians to area extension director.
- Structure is developed with area groupings encompassed in the current Extension districts and a correlation to the historical area framework.
- Streamlines financial standards compliance by transferring primary budget and financial oversight to area extension director.
- Reduces agent commitment to overarching facility management by including components in the area extension director job duties.
- Provides increased time for agents to devote to programming by reducing the time commitment for supervision, facility management and fiscal oversight.
- Allows for increased supervisor/agent interaction by reducing the number of counties and agents supervised.
- Increases supervisor ability to provide mentoring and coaching.

22 Administrative Areas in 3 Regions

- Establishes 22 area extension directors, replacing the district director model.
- Each area will be comprised of three to seven counties.
- Sets the direct supervision ratio for area directors at an average of 20 employees.
- Maintains agent supervision of county staff assistants and custodians.
- Structure does not maintain a correlation between the proposed new area groupings and the current Extension districts, nor does it correlate to the historical area framework.
- Streamlines financial standards compliance by transferring primary budget and financial oversight to area extension director.
- Reduces agent commitment to overarching facility management by including components in the area extension director job duties.
- Provides increased time for agents to devote to programming by reducing the time commitment for facility management and fiscal oversight.
- Allows for increased supervisor/agent interaction by reducing the number of counties and agents supervised.
- Increases supervisor ability to provide mentoring and coaching.