

RE-ENVISIONING STRUCTURAL OUTLINE

October 9, 2002

The following outline of structural changes in Extension builds upon concepts and recommendations presented in the Re-Envisioning Report. Specifics are presented for geography, administration, and the council system. Some aspects will be further developed, and comments and reactions are welcome, prior to the State Extension Conference in January, 2003.

GEOGRAPHIC ORGANIZATION

Districts

- Seven districts, each generally consisting of two of the current areas
- Primary organizational unit for county staff support, coaching and supervision
- Closely linked to a couple of the scenario options in re-envisioning, particularly Option D
- Fairly balanced on agent numbers; transportation and geographical features considered
- See attached map for the proposed district geography

Regions

- Three Regions: West, East, Central
 - Districts won't fit exactly within regions, but since agent numbers don't need to be comparable across regions for regional programming, is less critical; e.g. split of District 5 (Lake Cumberland and Lincoln Trail areas) in map
- Region is primary organizational unit for issues and programs
 - Flexibility offered in development of regional issues or program teams or task forces; options for multi-county, regional, multiple regions or state groups to function
- Regional "development" emphasis will be attractive, inside and outside UK, a link to community/economic development (CED)
- See attached map for the proposed programming regions; lines are intentionally blurred at the boundaries because many counties will work on programs across regional lines

Areas

- Areas receive no formal administrative support under the new structure for staff supervision, etc.; all folded into districts
- May continue to function as desired for multi-county activities and programming
- Some minor relocation of lines (e.g., Powell, Estill moved east); but primarily districts contain "old" areas

ADMINISTRATION

District Directors (7 DD'S)

- Coaching, mentoring and primary evaluation of agents
- Increase focus on staff support, decrease on programming and issues
 - Continue to work with county council development
 - No district councils
 - Transfer more autonomy to agents for clerical and facilities, but DD's still back up

- Report directly to Extension administration, not to Regional Program and Development Coordinators

Regional Development and Program Coordinators (3 RDPC's)

- Administer Regional Issues and Programming Committees (RIPC); these are a slight modification of RIC concept in Re-envisioning Report
 - Chair of RIPC is selected by the committee; RDPC is Executive Director
 - Assistant Directors involved from all program areas and KSU on each RIPC
 - RIPC's do administrative operations/coordination
- Work closely with Asst Directors and DD's, administrative team approach needed
- RDPC's report to Extension Administration
- Develop and coordinate region-wide initiatives
- Funding and resource development responsibilities, grants
- Coordinate agent training at regional level, (teaming with DD's and through RIPC's)
- Provide focus and coordination of CED programming, with Asst Director, join core of existing CED planning group

COUNCIL SYSTEM

- Focus on county council development as recommended in Re-envisioning Report
- Leadership involved in other ways beyond county; current Area Extension Councils replaced with the emphasis on county Extension councils, and a new structure for state (and regional) groups
 - Each county designates 1 state rep., they only meet all together every other year
 - State reps asked to indicate committee preference: Possible committees:
 - CARET, Ag, FCS, 4H, CED advisory
 - They may or may not replace some of the program area advisory functions (Ag Advancement?)
- Establish Regional and State Councils of Agricultural Research, Extension, and Teaching (CARET), linked to national organization
 - Instead of Stakeholder Support Committees in Re-envisioning Report
 - Include selected council state reps: alumni, members at large, ag leaders
 - Also replaces Legislative and Advocacy Committee
 - One regional and one state meeting per year
 - CARETs meet with Dean and all Assoc. Deans; Asst to Dean provides staff support