

# **Structured for Success Committee**

**June 17, 2019 - Zoom meeting notes**

The committee met by Zoom. Attending: Katharina Bain, Molly Hewitt, Bob Dodds, Cheryl Heronemus, Terry Maloy, Paul Gieselman, Lori Donahoe, John Lawrence

## **Meeting Notes**

Following the May 22 retreat, the committee believed it was ready to announce its proposal. After reflecting on the proposal and the questions that it might generate, we decided to postpone the announcement and be better prepared. The information is too important to rush.

From the beginning, the overarching goal is to determine how ISU Extension and Outreach can effectively educate and serve Iowans and how our organizational structure impacts our ability to do so. As the committee worked, we believe to be successful we must:

- Have dedicated professionals that are well prepared and well equipped
- Focus on developing and delivering impactful programs
- Align ISU mission and county priorities
- Leverage cooperation across our system

## **Organizational structure should:**

- Attract and retain talented and dedicated staff
- Provide clear and consistent communication throughout the system
- Have well defined and consistent roles, responsibilities and expectations
- Reduce administrative burden on staff and councils
- Provide opportunities and incentives for professional growth

## **The partnership between ISU and counties should:**

- Be flexible, sustainable and resilient
- Recognize that one size does not fit all, and basic coverage is important
- Leverage resources to achieve common goals and encourages collaboration

The transition plan for how counties and ISU may move from the current organizational structure to one of the proposed options must be defined, particularly as it relates to any staff changes.

Lawrence has talked to President Wintersteen about the committee's work and has her input. There are other Iowa State University administrators that must be visited before the proposal can be announced.

The roll-out and feedback plan is the same as was described in the May 23 summary, other than we are now looking at an announcement after the Iowa State Fair with discussion and feedback due in October.