

Structured for Success

Meeting #7 Notes - March 18, 2019

Meeting by ZOOM. Attending: Larry Tranel, Cheryl Heronemus, Katharina Bain, Molly Hewitt, Jamie David, Lori Donahoe, Paul Giesleman, Terry Maloy, Bob Dodds, John Lawrence

Data collection progress report

Regional directors are using the questionnaire to collect the requested information from councils and staff. The goal is to have information from all counties collected by April 10. Good progress is being made and completed forms are being submitted to Mary and Tiffany in County Services who are standardizing the file names and will save them to CyBox.

Information is also being collected from other states using a similar questionnaire. To date, 20 questionnaires from 11 states has been collected. We are attempting to get input from county and regional staff as well as state extension directors.

The next steps are to complete the data collection and to develop a method to summarize the dozens of individual reports on key questions while retaining the full detail of the questionnaire.

Review of 2009 Restructuring Plan

One of the objectives of the Structured for Success committee is to look at what have we learned after 10 years into the restructuring of 2009. What is working well and what can be improved upon? We discussed the official 2009 ISU Extension Restructuring Plan.

Some general observations:

- Many of the recommendations and/or action items in the plan were implemented as planned, but not all. For example, CED and CIRAS were not combined. 4-H was made part of Human Sciences briefly but was later moved under the senior director.
- Some of the changes took more time and resources to implement than anticipated.
- The program planning process and decisions have not evolved as outlined in the plan.
- More responsibilities were placed on extension council members through the MOU without changing Iowa Code.

The report identified the listening sessions and surveys done with staff and councils prior to developing and announcing the 2009 plan. However, it is often said that the process lacked transparency and input. We discussed what we as a committee need to do to not repeat history on this critique of the 2009 plan.

We have been posting a written and video summary of our meetings. We have also been open about the goal of the committee to identify two to four alternative organizational models with the strengths and weaknesses of each to help inform a discussion between

extension councils and ISU Extension and Outreach. The Internal Communication Task Force report has information that is important for this committee to review and use to assist evaluation of proposed alternative models.

We discussed the potential for an online survey to staff and councils as we get closer to releasing the final documents to give people an opportunity to share their input about the proposed plans and important remaining questions.