

# February Recommendations – Feedback Survey

**Recommendation 1: A Cooperative Extension office should be maintained in every county that is willing to commit to continued funding and facility space for Cooperative Extension staff.**

To successfully accomplish the organization's mission and carry on our vibrant local partnerships, it is critical to maintain an Extension Office in every county that wants to continue partnering with Cooperative Extension. Cooperative Extension also recognizes the value of keeping the shortest distance possible between the people of Wisconsin and the Extension staff delivering programming.

**Question 1:**

Please describe the potential benefits of this recommendation.

**Question 2:**

Please describe the potential challenges of this recommendation.

**Recommendation 2: Administrative services should be restructured to cover areas rather than each individual county (please [see Multi-County Area map](#)).**

The recommendation is to create an Area Extension Director position to consolidate administration. These administrative positions would be funded by Cooperative Extension, allowing county funding to go directly to staff delivering programming in their communities. Cooperative Extension would phase out the positions of Regional Directors and County Department Heads/Directors. Area Extension Directors would be responsible for managing relationships with county governments and county-based staff.

**Question 3:**

What expectations would you have of an Area Extension Director, considering the Regional Director and County Department Head/Director positions would be eliminated?

**Question 4:**

As a local resident, would you be in support of your county/tribe housing the Area Extension Director in a dedicated space (one county of the multi-county area)? Yes, or no?

**Question 5:**

Please explain your answer.

**Recommendation 3: Regional and statewide programming and staff resources should be made more readily available to communities.**

Under the current Cooperative Extension delivery model, counties and tribes access specific programming and staff resources by funding a position in that subject matter area. This recommendation suggests the new organizational model build in wider access to the Cooperative Extension network of programming and staff resources through regional outreach and research positions that will be primarily funded by Cooperative Extension.

Please describe the potential benefits of a county/tribe offering to house and support the new regional outreach and research positions.

**Question 6:**

Please describe the potential challenges of a county/tribe offering to house and support the new regional outreach and research positions.

**Recommendation 4: County and tribal-based educator positions should be differentiated to provide more flexibility for county partners.**

Cooperative Extension staff currently serving in the role of “educator” complete a variety of tasks -- from administrative to instructional to research -- and also have a variety of qualifications. In some cases, their responsibilities do not match with qualification requirements. Additionally, the current structure does not allow for flexibility for county partners in regards to how their programs are delivered.

It is recommended that three different roles be created to meet the diversity of county needs, as well as ensure job responsibilities are aligned with clearly articulated qualifications. The differentiation of these roles, rather than the “one-size-fits-all” approach, will increase the applicant pool size and ensure local residents have an increased opportunity to apply for local Cooperative Extension positions. These local roles represent a segment of the many educational roles that will be included in a new model. These three roles are (in no particular order):

- Program Coordinators
- Associate Extension Educators
- Extension Educators

**Question 7:**

Please describe how these proposed changes to educational positions align with your county/tribe's priorities.

**Recommendation 5: Multi-county/tribe educational positions should be formally created to provide broader access to quality services.**

The recommendation is that counties/tribes would have the ability to increase the variety of services being provided to their communities through the opportunity to partially fund and share educational resources. Counties/tribes would not need to invest in a full FTE for every program area from which they would like services. Given that designated areas are only intended as administrative boundaries for Cooperative Extension, a county or a tribe could share a position with its neighbor, even if they are not within the same administrative area.

**Question 8:**

Please describe the benefits for a county/tribe choosing to cost-share a position with another county/tribe/area.

**Question 9:**

Please describe the challenges for a county/tribe choosing to cost-share a position with another county/tribe/area.

**Recommendation 6: New and updated agreements should be developed between county and tribal partners and Cooperative Extension to ensure accountability, transparency, and effective service delivery.**

Currently, contracts between Cooperative Extension and individual counties are signed annually to outline program services and funding expectations. These contracts are inconsistent from county to county and often need to be renegotiated throughout the year when there is a change in staff status. To ensure transparency and good customer service, it is recommended that counties would sign a multi-year Memoranda of Understanding (MOU) as a supplement to the annual contracts.

In addition to outlining expectations and agreed upon services, the MOU would include an annual plan outlining a standardized fee structure based on the discipline and position level. (e.g., 1.0 FTE of 4-H Youth Development Program Coordinator would cost some amount but 1.0 FTE of a Master Gardener Program Coordinator could cost a different amount).

**Question 10:**

Please describe the benefits a county/tribe would see from paying a flat fee for educational services.

**Question 11:**

Please describe the challenges a county/tribe would see from paying a flat fee for educational services.

**Question 12:**

Please give any additional feedback you would have regarding the six recommendations.