

January 2011

Restructuring

Virginia Cooperative Extension

for the

Twenty-first Century

Alan Grant, Dean
College of Agriculture and Life Sciences

Virginia
Cooperative
Extension

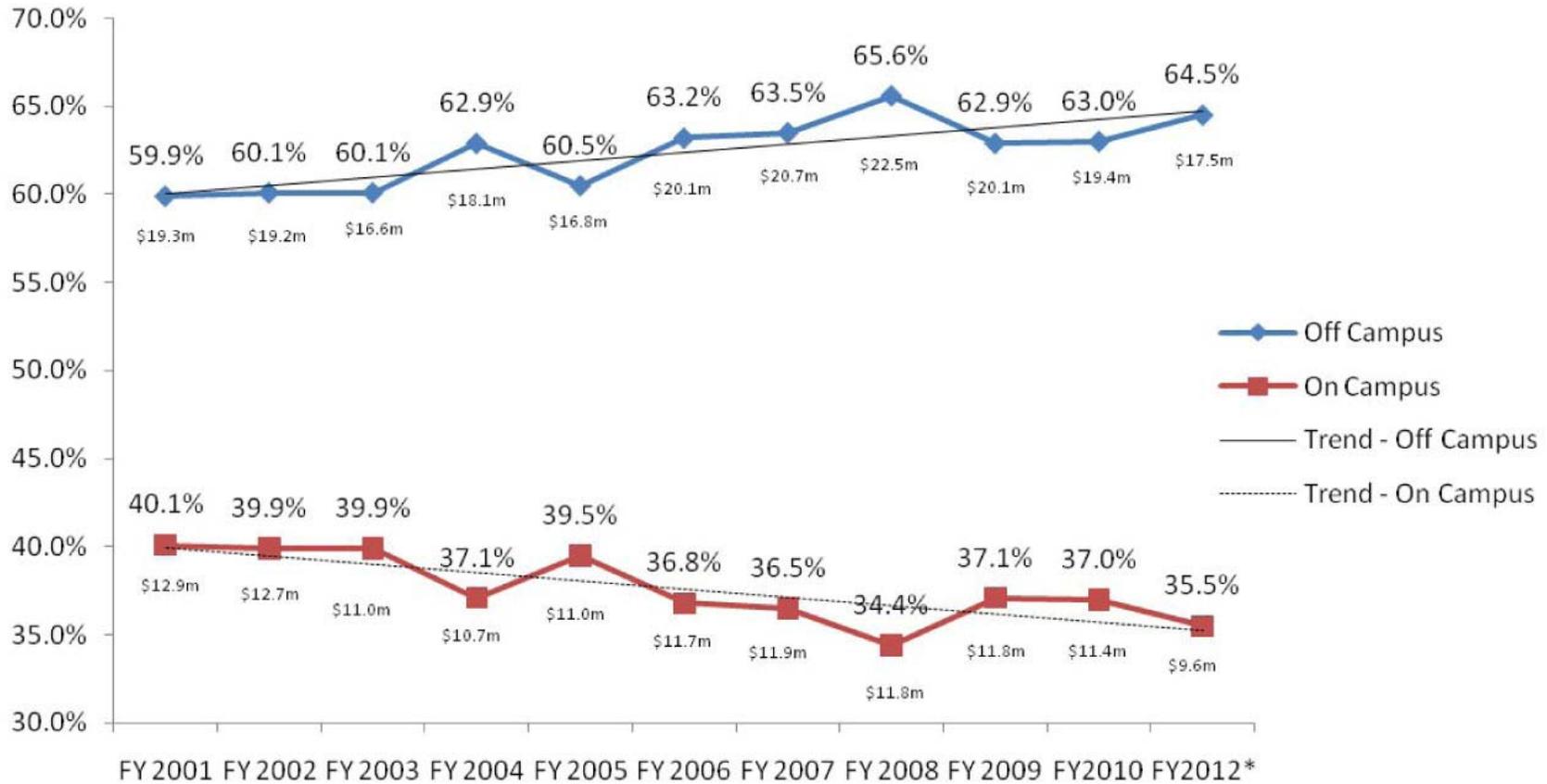


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Why Change?

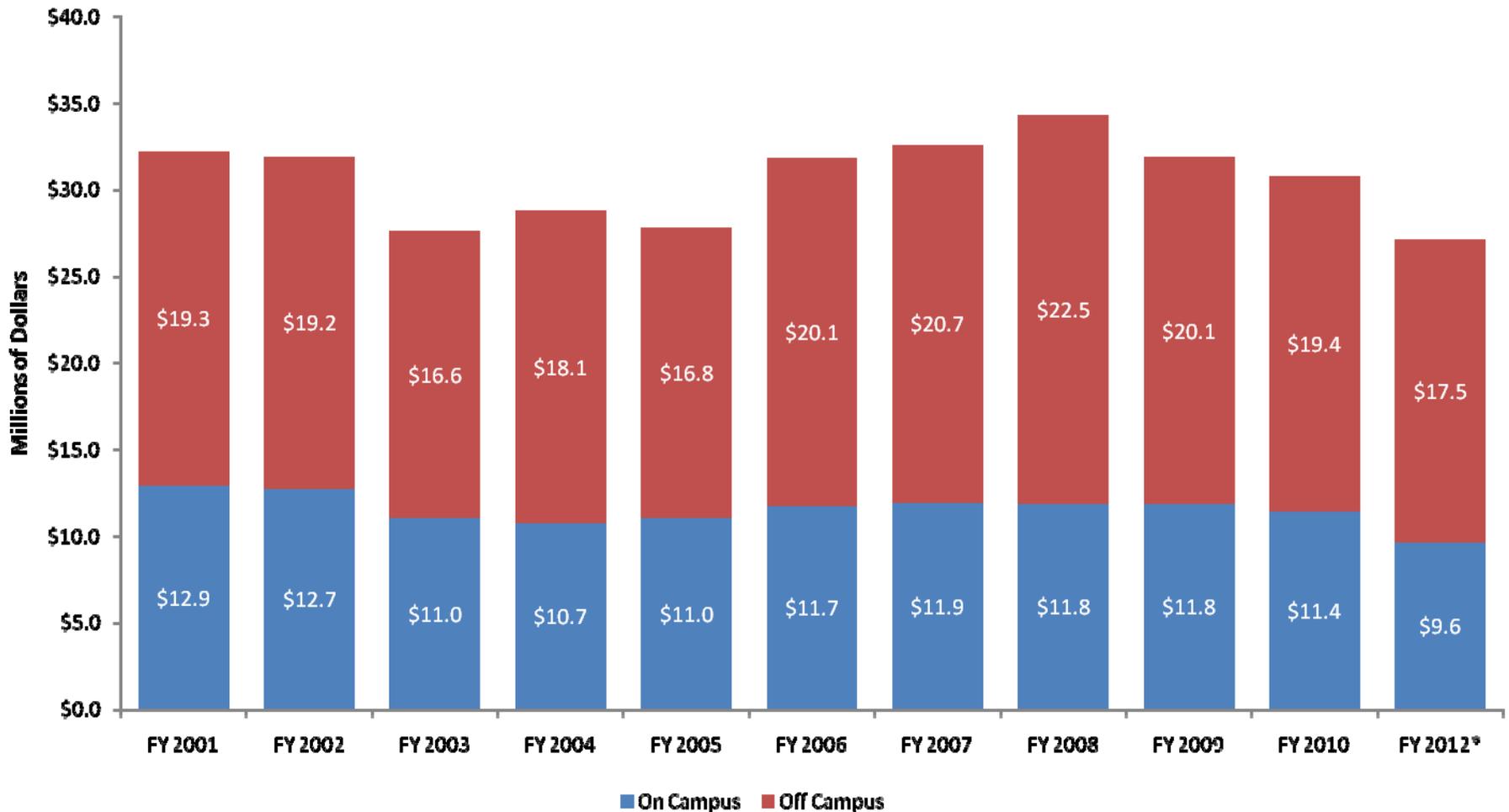
- Reduced state funding
 - FY 2012 \$3.7M in Agency 229
Including \$1M directed at Virginia Cooperative Extension (VCE) Restructuring
 - FY 2008 through FY 2012 \$6.6 M in Agency 229
- Need to streamline administration to focus resources on program delivery
- Technology and societal expectations

Distribution of State GF Resources Between Campus and Field Extension Activities Actual Expenditures FY 2001 through FY 2010 (FY 2012 projection)



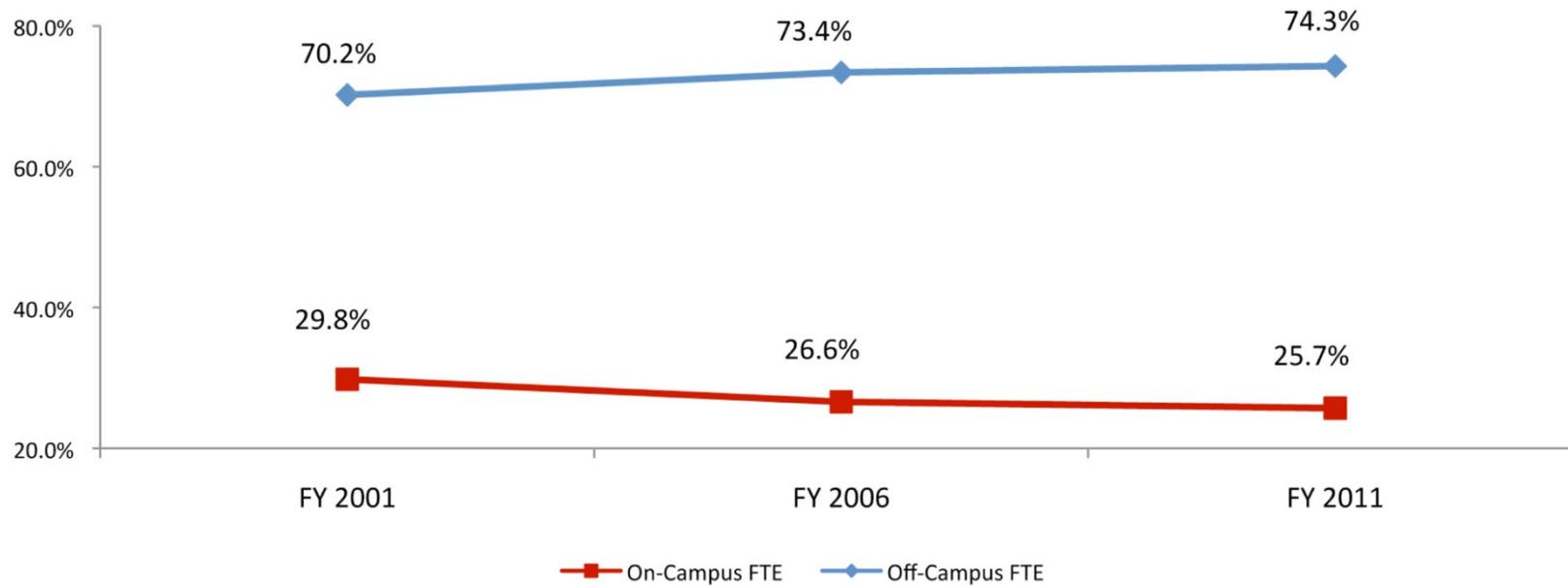
*Without additional resources, we do not anticipate significant changes in the ratio in FY 2012, FY 2013, or FY 2014.

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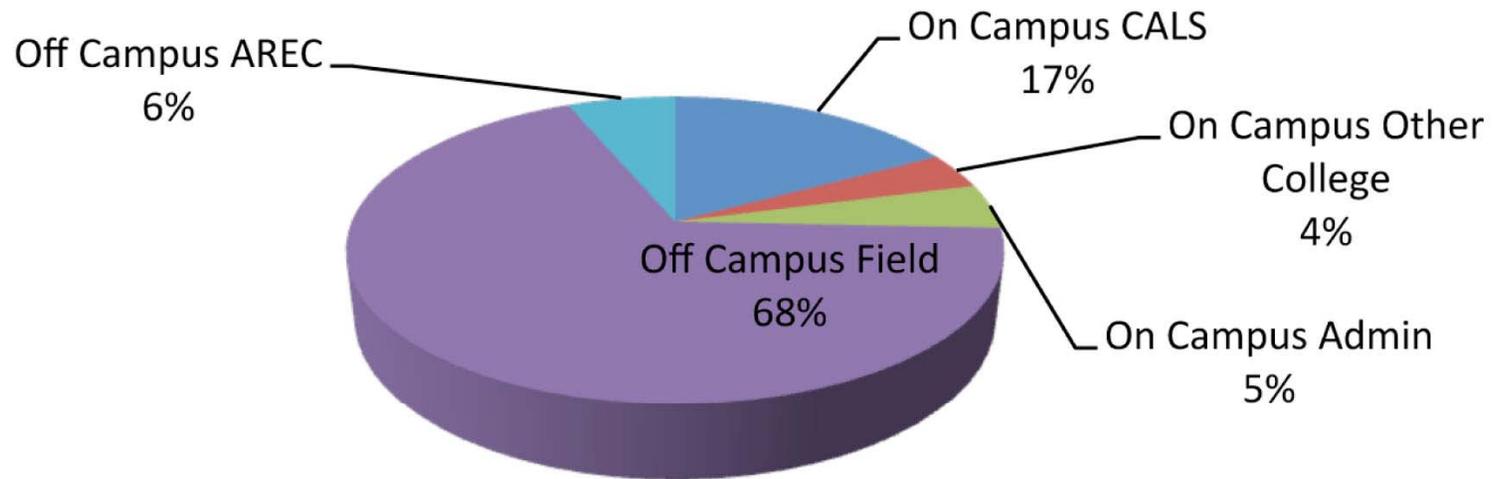


Note: Without additional resources, we do not anticipate significant changes in the ratio in FY 2012, FY 2013, or FY 2014

Virginia Cooperative Extension Distribution of FTE On and Off Campus FY 2001, FY 2006, FY 2011



Virginia Cooperative Extension State and Federal FTE as of 11/1/2010

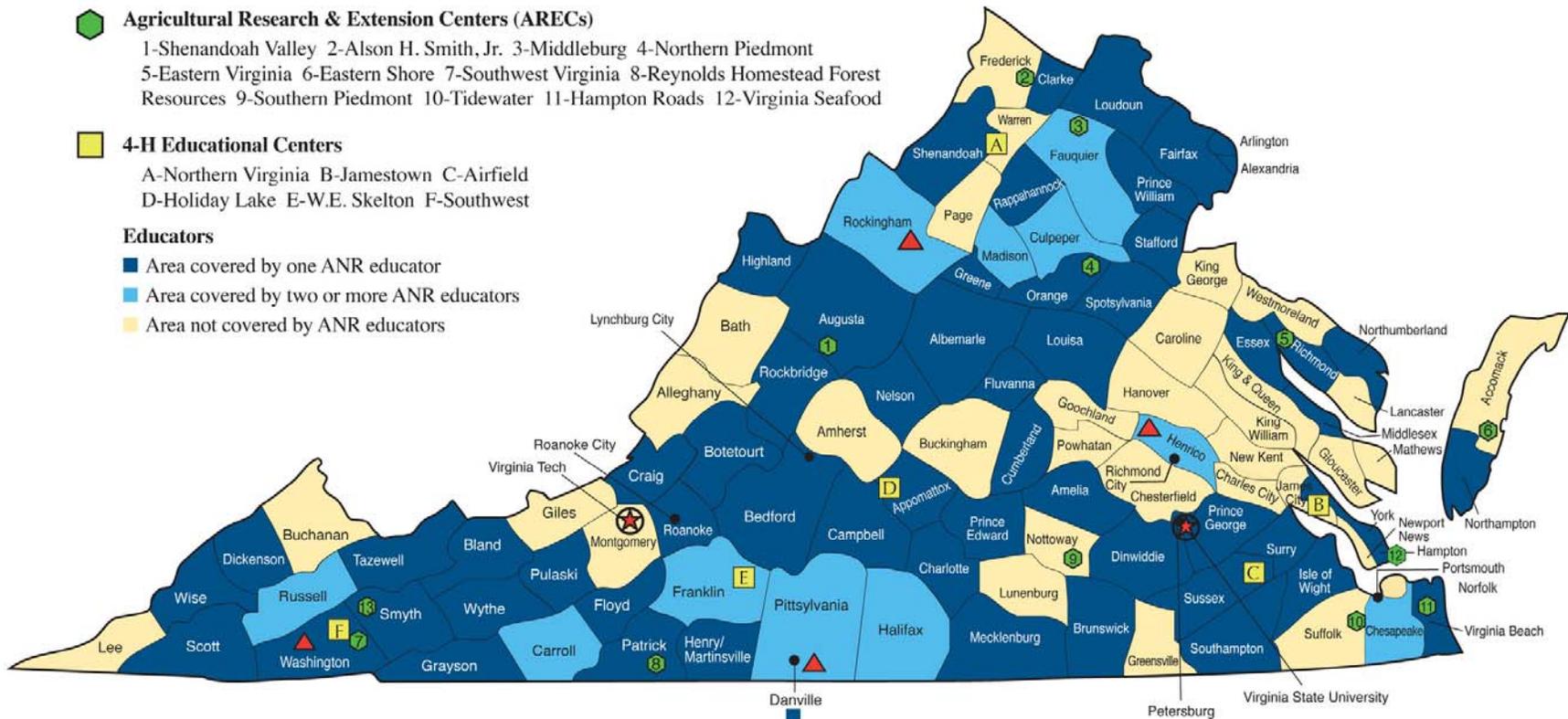


Total FTE Charged to Federal or State Virginia Cooperative Extension Funds on 11/9/2010 = 416.22

ANR Educators Map (12/8/10)

Publication 490-211
12/8/10

-  Land Grant Universities: Virginia Tech, Virginia State
 -  District Offices
 -  Agricultural Research & Extension Centers (ARECs)
 - 1-Shenandoah Valley 2-Alson H. Smith, Jr. 3-Middleburg 4-Northern Piedmont
 - 5-Eastern Virginia 6-Eastern Shore 7-Southwest Virginia 8-Reynolds Homestead Forest Resources
 - 9-Southern Piedmont 10-Tidewater 11-Hampton Roads 12-Virginia Seafood
 -  4-H Educational Centers
 - A-Northern Virginia B-Jamestown C-Airfield
 - D-Holiday Lake E-W.E. Skelton F-Southwest
- Educators**
-  Area covered by one ANR educator
 -  Area covered by two or more ANR educators
 -  Area not covered by ANR educators



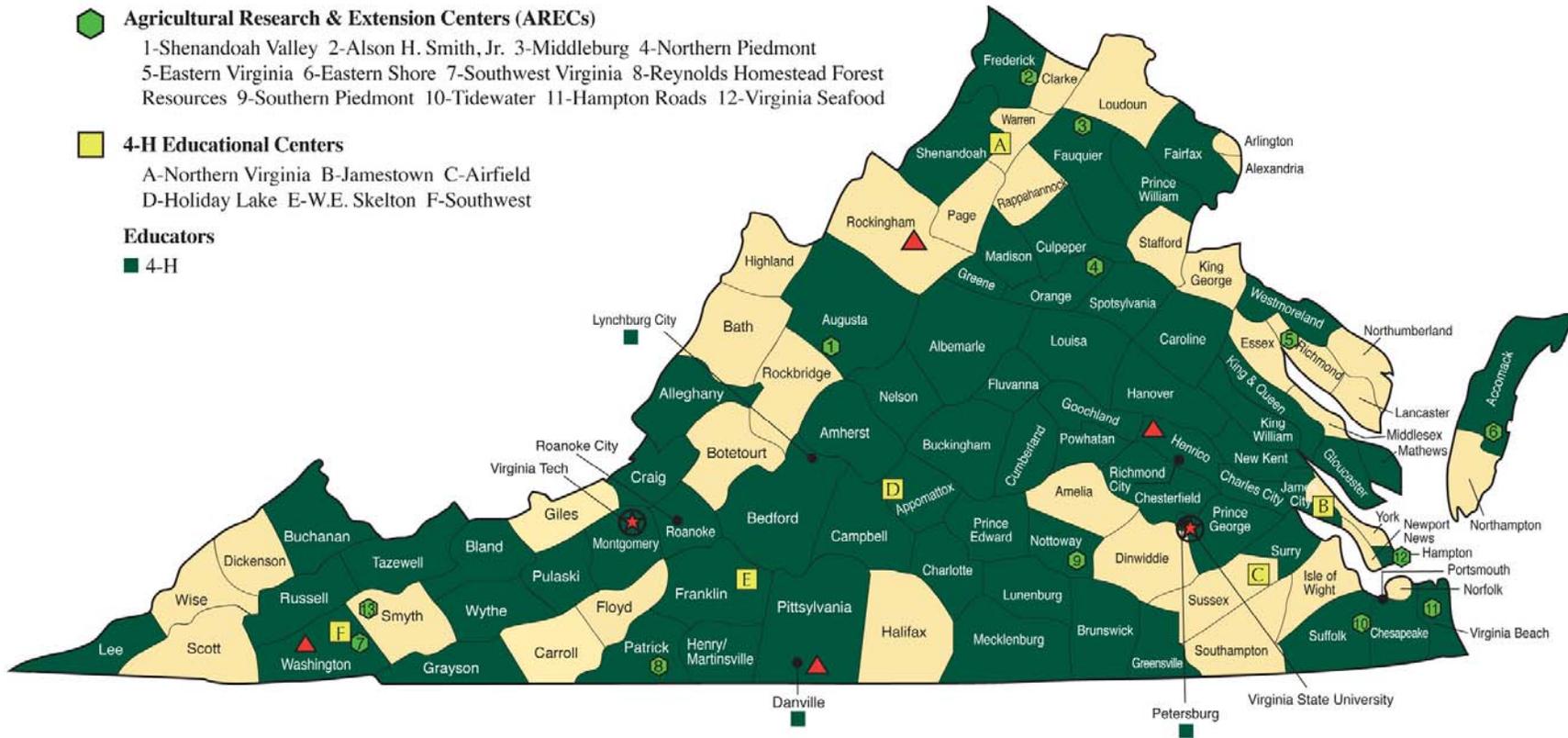
Virginia Cooperative Extension



4-H Educators Map (12/8/10)

Publication 490-211
12/8/10

-  Land Grant Universities: Virginia Tech, Virginia State
-  District Offices
-  Agricultural Research & Extension Centers (ARECs)
 - 1-Shenandoah Valley 2-Alson H. Smith, Jr. 3-Middleburg 4-Northern Piedmont
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-  4-H Educational Centers
 - A-Northern Virginia B-Jamestown C-Airfield
 - D-Holiday Lake E-W.E. Skelton F-Southwest
- Educators**
 -  4-H



Planning Process

- Strategic Planning Steering Committee
 - Initiated April 2009
 - Listening sessions across the state
 - 12,000 comments
 - Draft plan for comments Summer 2010
 - Finalized plan Fall 2010
- Restructuring Task Force
 - Initiated in Spring 2010

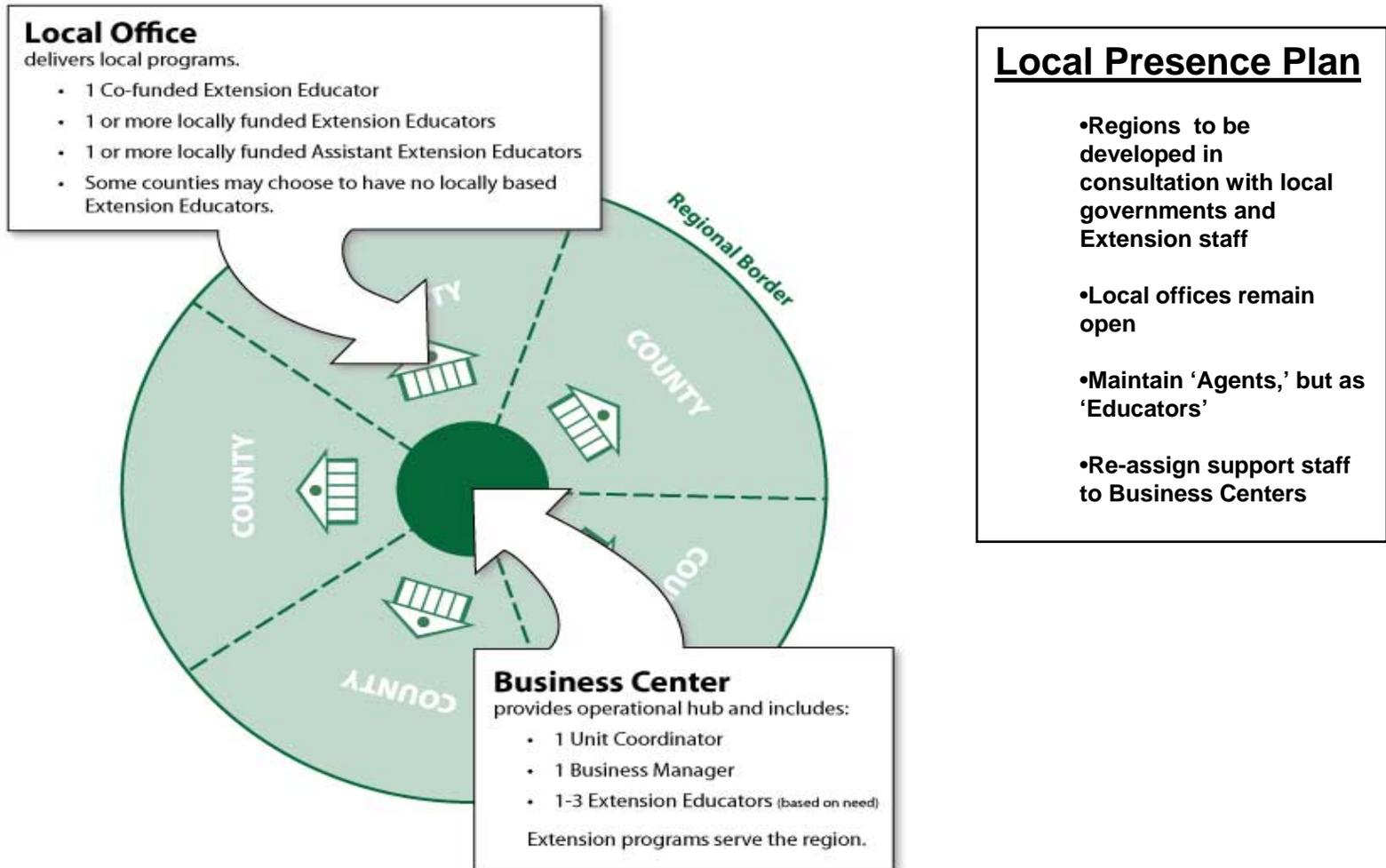
Strategic Plan Focus Areas

- Enhance the value of Virginia's agriculture
- Sustain natural resources and the environment
- Create a positive future through 4-H Youth Development
- Strengthen Virginia families and communities
- Cultivate community resiliency and capacity
- Organizational effectiveness

Restructuring Process

- Leadership Team recommendations
 - Maintain a local presence
 - Enhance campus/field interaction
 - Create efficiencies in the VCE delivery
 - Reduce administrative costs
 - Enhance relationships with key stakeholders
 - Eliminate duplicative programming
- Restructuring Task Force
 - 9-member Task Force assembled June 2010
 - Charged to engage stakeholders in developing recommendations for changing the structure of VCE

Proposed New Regional Structure



Personnel Management

- Increase collaboration among faculty and Educators in the field and to help define and develop Extension programs
- Streamline reporting lines
- Shift focus of district directors and unit coordinators to enhance relationships with local governments
- Support employees through professional development
- Study and revise compensation as needed

Next Steps

- Over the next year, develop regional structure in consultation with local governments and stakeholders
- Begin to align programs with strategic plan and form issue teams
- Develop systems to support greater collaboration with local government

New Organization Will...

- Deliver high quality programs
- Use science-based educational curricula
- Include local presence and allow local government choice
- Include efficient administrative and managerial structure
- Integrate the VCE Strategic Plan with US Dept. of Agriculture, National Institute of Food and Agriculture priorities
- Include individual accountability and performance standards
- Invest in professional development
- Restructuring Plan, Strategic Plan, and FAQs:
 - <http://www.ext.vt.edu>