

CES Visioning Initiative

Joe Zublena

Associate Dean and
Director of NC Cooperative
Extension Service



Nature of Change

- Change is always occurring

Passively impacted by change

OR

Take proactive measures to thrive

- NCCES is changing



Why Now?



- Natural progression from CALS Strategic Plan
- Significantly under-resourced for current staffing plan
- Extension Centennial = Opportunity to create a strong future



Budget Reality

- Permanently lost \$20M since 2000
- \$13.7M lost in the last 4 years
- 90 county positions permanently lost
- Similar financial losses in departments



We Are Asking For Your Help

- Natural partnership in developing programs
- Natural partnership in developing our future
- Consider an example from horticulture









NCCES

Visioning Initiative Goals

1. Define and focus on our most competitive and needed programs
2. Strengthen our impacts and value to citizens, the counties, & North Carolina
3. Create a financial buffer and gain flexibility to stay aligned to priorities



NCCES

Visioning Initiative Goals

4. Develop a staffing model that aligns to our new fiscal reality and provides competitive salaries and a better quality of life to our employees



How?...You!

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed it is the only thing that ever has.”

Margaret Mead



We Start by Listening

- 12+ Listening Sessions across the state
 - Inviting wide audience – County partners, key supporters, employees and the public
 - November and December 2013



More opportunities for input..

- Online comment capability
- www.ces.ncsu.edu/vision-initiative



Rolling up our sleeves and getting to work...

- Visioning Team, including stakeholders & broad cross section of employees, will process input
- Two multi-day work sessions in January and February 2014
- More vetting
- Action plan by May 2014





Print Content Only

4-H Youth Development

Agriculture & Food

Animal Agriculture

Aquaculture

Commercial Horticulture,
Nursery & Turf

Farm Health & Safety

Field Crops

Food Safety & Processing

Local Foods

Pest Management

Specialty Crops

Community

Forest Resources

Health & Nutrition

Home & Family

Lawn & Garden

Soil, Water & Air

Departments & Partners

Providing Solutions for another Century: Extension Strategic Vision & Planning Initiative 2013-2014

Overview & Introduction

The N.C. Cooperative Extension Service has launched a Strategic Vision and Planning Initiative that will take place over the coming months. This process will support and sustain Our Vision and promise to the citizens of North Carolina.

The College of Agriculture and Life Sciences (CALS) at N.C. State University recently completed its strategic planning process (visit the CALS Strategic Plan 2013 page^[1]). Many of the college's goals were directly tied to the great work being done by our Extension professionals here at N.C. State.

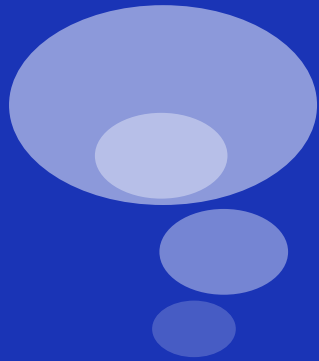
While we continue to be encouraged by these exciting opportunities, we also know that we have faced significant budget cuts, particularly in recent state budgets and the federal budget sequestration. These cuts have significantly impacted numerous N.C. State campus and county-based positions and programs.

In This Section

- **Overview**
- **Goals**
- **Visioning Committee**
- **Listening Sessions**
- **Meetings & Presentations**
- **Fact Sheets & Handouts**
- **Leadership**
- **Share Feedback**

www.ces.ncsu.edu/vision-initiative

Creating our Future



Listening
Session

Thank You!