

Forum Name	Suggestion	Description	Votes	Supporters
<b>Status Quo</b>				
2013 AC Listening Session - Q3	County staffing model is fine...harder look at funding allocation/cost-benefit across orgs		7	4
2013 AC Listening Session - Q3	Our model works, we just need to be more effective at delivering impactful programs as	Our model works, we just need to be more effective at delivering impactful programs as opposed to "all things to all p	35	26
<b>Organized by Region</b>				
2013 AC Listening Session - Q3	Regional Staffing: get ALS support; Specialist Input, more Manpower & support, Right	When looking at the future of regional / area positions. Things to be considered: * Learn from mistakes, lessons learn	16	13
2013 AC Listening Session - Q3	Multi County Agents	Specialized Educated Well-trained Strengths: Maximum Funding Weakness: Overworked and possible less face to fa	8	8
2013 AC Listening Session - Q3	Fewer CEDs so we can afford more boots in the field	CEDs doing more than one county.	3	1
2013 AC Listening Session - Q3	District lead agent-eg south central district 4-h director to help further support	District lead agent-eg south central district 4-h director to help further support direct programming in the districts	1	1
2013 AC Listening Session - Q3	Highly Specialized Regional Agents	Some of the most high demand and high impact programs are those that have provided in-depth training to volunteer	3	2
2013 AC Listening Session - Q3	Create regional hubs with satellite centers for research and information sharing.		2	2
2013 AC Listening Session - Q3	Regional hubs with tier staffing	Regional director leading agents with specialized area of expertise Local county office available with administrative su	1	1
2013 AC Listening Session - Q3	Is a County Extension Director needed in every county? Can we afford CEDs with no	Is a County Extension Director needed in every county? Can we afford CEDs with no subject matter responsibility?	3	6
2013 AC Listening Session - Q3	Regional hubs with specialized agents working with county based staff.	Keep at least one agent in each county to capture the one on one calls and coordinate with the specialized agent to p	2	2
2013 AC Listening Session - Q3	Multi county agents	Should be used more widely. Performance evaluation guidelines need to be improved.	1	1
2013 AC Listening Session - Q3	District level specialist support for county level agents.	This would help to make specialists more available.	3	3
2013 AC Listening Session - Q3	Multi-county agents in regional hubs with staffing based on regional needs	- collaborative regional teams with incentives for integrated programming - address not only high-demand programs i	3	3
2013 AC Listening Session - Q3	Staffing and organizational Structure	Small territory agents for commercial clients, regional hub agents for gregarious non commercial clients.	1	1
2013 AC Listening Session - Q3	...deliver the most focused and high impact programs?	Will need to examine efficiencies covering multiple counties with fewer agents=A	3	1
2013 AC Listening Session - Q3	Go with more multi-county agents in some areas	FCE agents and some agriculture agents can serve multiple counties	3	2
2013 AC Listening Session - Q3	Regional staffing with integrated programming; A&T and NCSU work together for priori		2	2
2013 AC Listening Session - Q3	Multi-county positions should be considered for all program areas and CEDs		6	4
2013 AC Listening Session - Q3	First and foremost maintain county presence in all counties	There could be multi-county agents - or even specialists, with a good staff of program assistants running volunteer gr	4	4
2013 AC Listening Session - Q3	regionalize positions that can be regionalized and keep county positions for programs i		1	1
2013 AC Listening Session - Q3	Cross-county agents that are specialized in specific areas.	Instead of one agent have to do everything - including covering areas that they are not trained in.	1	1
2013 AC Listening Session - Q3	regional agent will be effective with a regional reporting structure, not reporting to multipl		4	3
2013 AC Listening Session - Q3	A mix of area specialized agents working from a network of regional hubs...staffing bas		4	2
2013 AC Listening Session - Q3	Do we need as many districts? Can CED's cross county lines easier than agents?		1	1
2013 AC Listening Session - Q3	Regional Specialized Agents (something to consider)	Keeping a presence in every county, but for example, in a multi-county area (let's call them County A, B and C), agen	2	2
2013 AC Listening Session - Q3	Combine 2 counties with present of Ag, FCS, and 4-H agents in each county. 1 sec. p	Plus would be financial savings and still have present in each county Minus would be trying to find qualified diversify	1	1
2013 AC Listening Session - Q3	Multi-county programs with agents specializing in a specific content within their field	Ag agents specialized in commercial fruit production, animal science, agronomic crops, pesticide education, etc. FC	1	1
2013 AC Listening Session - Q3	Have multicounty agents instead of multi discipline agents		1	1
2013 AC Listening Session - Q3	Cluster-based CEDs that don't have any other programmatic responsibilities.	When an agent becomes a CED and the vacant position is not filled, the person is doing 2+ jobs. Fill spots when age	2	2
2013 AC Listening Session - Q3	CEDs that only serve as administrators, but possibly serve several counties.	Keeping good communication with county partners while offering support for agents without the added subject matter i	1	1
2013 AC Listening Session - Q3	specialized area agents	in addition to retaining county-based agents in high impact areas (in part supported by counties), need specialized ar	1	1
2013 AC Listening Session - Q3	More specialized multi-county agents.	Use less (or no) state funding, more county funding for specialized multi-county agents. Effective communication wit	1	1
2013 AC Listening Session - Q3	Regional hubs with multi county agents telecommuting and/or more effective use of tec	Programs based on regional needs; performance evaluations based on outreach and impacts; Keeping ahead of tec	1	1
2013 AC Listening Session - Q3	More multi-county agents	Create more 4-H and FCS specialized agent positions that serve multiple counties. Keep or add multi-county ag pos	1	1
2013 AC Listening Session - Q3	Agents with responsibilities in multiple counties and maintain county presence with pro	Depending on size of staff in each county share CEDs among 2 or more counties	1	1
2013 AC Listening Session - Q3	Multi-county teams of agents will share responsibilities for programs within their discipl	For example: Right now FCS agents currently serve as experts for the ServSafe Program, Food Safety, Local Foods,	1	1
2013 AC Listening Session - Q3	Some combination of regional agents with a county presence to allow us to pay at a lev		1	1
<b>Organized by County</b>				
2013 AC Listening Session - Q3	Allow county input in decision making.	Allow for county decision making on programming needs.	20	16
2013 AC Listening Session - Q3	Each county needs at least one well trained and knowledgeable agent in the core areas		25	24
2013 AC Listening Session - Q3	A higher emphasis on county level positions to enable higher quality face to face intera	Staffing structure should give higher priority to county level positions that work directly with end user.	9	7
2013 AC Listening Session - Q3	Maintain county centers for continuing county support	Lack of county presence will forfeit county financial support (i.e. budgets, office, local staff, etc.)	6	4
2013 AC Listening Session - Q3	county offices are maintained so the county-based partnership is cultivated and county	i.e.- don't make the same mistake Clemson made!	2	2
2013 AC Listening Session - Q3	Major programs should have dedicated agents in each county	The remaining programs could be serviced by area agents including CED's.	2	2
2013 AC Listening Session - Q3	Evaluate the needs and situation of each individual county when making decisions on t	Each county has different needs, resources and demographics and must be taken in account when making critical st	16	10
2013 AC Listening Session - Q3	Keep the county structure due to our awesome support. To change that would be fooli		1	1
2013 AC Listening Session - Q3	County offices need good generalist agents, with backup from specialists.	Every County office needs one or more agents who can speak knowledgeably to questions of agriculture, home econo	2	2
2013 AC Listening Session - Q3	Core county staff to maintain and build relationships with program based "teams"(speci		2	2
2013 AC Listening Session - Q3	creating a model that is not statewide but more centered on county areas	This model would allow smaller counties with less need to share agents with other smaller/less need counties. The cr	1	1
2013 AC Listening Session - Q3	Programmatic autonomy for county extension centers - separate from county/mid-leve	What works in Columbus Co may not work in Wake Co. Counties should be focused on grass-roots programming an	1	1
2013 AC Listening Session - Q3	Counties are staffed so that programs of local needs are met	Counties are given input on local programming needs to match their investment, such as forestry, Christmas trees, an	2	2
2013 AC Listening Session - Q3	Local county agents are very important. If we lose our local presence we lose the impo	Three principles: 1. Local Expert Agents 2. Real Marketing to stop this silly "best kept secret" stuff (statewide) 3. Cor	4	5
2013 AC Listening Session - Q3	There is no "structure" that will work statewide. It has to be done on a county by county	County presence is IMPORTANT - area positions should be identified dependent upon commodities	4	4
2013 AC Listening Session - Q3	There should be an FCS And 4-H agent in each county, one extension director for 3 to		5	2
2013 AC Listening Session - Q3	Our strength is our county based delivery system.	To deviate from this system would jeopardize our county relations, funding, and overall support. It is the day to day	3	3
2013 AC Listening Session - Q3	We must maintain county centers.	Maintain a minimum staffing in each office (4-H, CED) and more cross-county agents (FCS, Ag) where it is practical!	2	2
2013 AC Listening Session - Q3	Property staff and had offices in each county	Taking extension out of each county with regional offices will weaken our presence and impacts. Having regional off	2	2
2013 AC Listening Session - Q3	Have 1-2 full-time agents serving one county. Additional agents with areas of speciality		1	1
2013 AC Listening Session - Q3	The state provide each county with a core staffing of 2-3 agents. Counties have the opt	Counties need that option of additional staffing based upon local needs. Strength. Maintain the county support and j	1	1
2013 AC Listening Session - Q3	Counties must be focused on individual county needs and not the district and state nee	District and state needs are important, however, they are too broad for the individual counties. Our stakeholders ar	1	1
2013 AC Listening Session - Q3	Effective staffing patterns	Have a general "ag agent" in each county that catches the foot traffic, soil reports, insect id's, etc... maybe even an e	2	2
2013 AC Listening Session - Q3	We need to be careful of spreading agents to thin, therefore loosing our credibility and c	If we lose the support of the county stakeholders, then we face the possibility of loosing existing county support.	4	4
2013 AC Listening Session - Q3	Examine over all staff/admin structure	Examine District structure and set minimum staff at county level.	1	1
2013 AC Listening Session - Q3	Essential staff in each county that cover multiple program areas - Important that we ha		1	1
<b>Interdisciplinary/Collaborative Model</b>				
2013 AC Listening Session - Q3	Staffing an organization structure that will allow the development of inter-disciplinary te		19	17
2013 AC Listening Session - Q3	Push for more cross county collaborations.	Work with agents in nearby counties to provide programs to a regional area. Weakness: County needs could be dif	10	10
2013 AC Listening Session - Q3	More collaboration	fund positions jointly with other entities: for-profit, non-profit, local government etc..	3	3

2013 AC Listening Session - Q3	Need increased opportunities for effective engagement with urban counterparts	Create urban clusters to facilitate shared learning and innovation that work in urban North Carolina.	1	1
2013 AC Listening Session - Q3	webcasts from agents and specialists through our you tube channel that provides week	Utilize our you tube channel more	1	1
2013 AC Listening Session - Q3	Utilize Technologies...Integrate Programming	Regional Hubs/ Directors to handle multi-county administrations	1	1
2013 AC Listening Session - Q3	Integrate program across extension areas and strengthen partnerships with other orga	If we can combine resources with other organizations and institutions that are also facing financial challenges, while i	1	1
2013 AC Listening Session - Q3	Use more blackboard/collaborate programs to reach local audiences.		1	1
2013 AC Listening Session - Q3	Closer collaboration and program integration between specialists and county agents	Improved collaboration could help with acquiring grant funds to support agent training and programs at the county lev	1	1
2013 AC Listening Session - Q3	Need to connect to local staff in other states when looking at regional or specialized mc	FCA agents met with Georgia FCS staff that work under a regional/district model for services at the local county level	2	2

#### Staff Compensation/Incentives

2013 AC Listening Session - Q3	performance based incentives and pay- leaders and innovators should be rewarded.	This would improve morale immediately and over time improve the quality of agents.	9	9
2013 AC Listening Session - Q3	Area agents that are adequately compensated		4	4
2013 AC Listening Session - Q3	Require a minimum level of funding support for every county position (% varies greatly		1	1
2013 AC Listening Session - Q3	Not having to "apply" for promotions. Redundancy is rampant in title promotions and o		9	8
2013 AC Listening Session - Q3	Empower and incentivize agents to serve on program leadership teams	Due to cuts, we lack campus support for many programs. Provide a 5% salary increase to successful agents who se	1	1
2013 AC Listening Session - Q3	Strengthen the collaboration of state specialists with each other and with Extension Ad		1	1

#### Greater Specialization

2013 AC Listening Session - Q3	Create more specialized agents for cross-county programs	Area Beef Specialist, Area CRD Specialist, Area Pesticide Agent, Area Nutrition Specialist	3	3
2013 AC Listening Session - Q3	each agent with a specialization would work if we give up short non-impactful programs		1	1
2013 AC Listening Session - Q3	More specialized area agents	Encourage FCS and 4-H agents as well as Ag to specialize and serve more than one county. Strengths: Allows for f	1	1
2013 AC Listening Session - Q3	Each agent has a main focus area and two to three programs that are clearly defined a		9	8
2013 AC Listening Session - Q3	More regional/county based teams of agents and specialists	This will allow for wider knowledge bases to serve areas. Certain programs need more input in parts of the state. Is	1	1
2013 AC Listening Session - Q3	Area Specialized Agents for Districts	This concept will work if managed from District or state level management, but must take out local CED management!	1	1
2013 AC Listening Session - Q3	Regional hubs will not work well without specializing our work.	For example: a 4-H agent working 3 counties could probably not manage our current expectations of clubs, camps, s	1	1
2013 AC Listening Session - Q3	Moving towards more specialized multi-county agent positions that allow agents to foc	This will allow agents to avoid making recommendations outside of their focus area. It will also give agents more time	2	2
2013 AC Listening Session - Q3	Maintain county offices with agents working as a team	More of a regional team with agents being more specialized. Ex. An agent who specializes on Master Gardener traini	1	1
2013 AC Listening Session - Q3	More specialized multi-county agents	- These agents would often hold small learning sessions to fellow staff so that they can answer simpler questions on	2	2
2013 AC Listening Session - Q3	specialized multi county agents where outcomes are enhanced through cross county c	water quality area agent can work areas with similar water source	1	1
2013 AC Listening Session - Q3	Each agent has a main focus area and two to three programs that are clearly defined a		9	8
2013 AC Listening Session - Q3	Improve program development and delivery by creating curriculum teams of specialists		4	2
2013 AC Listening Session - Q3	Restructure county support staff out of program silos and into skill areas.	Support staff for marketing entire program - at health fairs, doing newsletters, attractive publications, promotion of en	1	1
2013 AC Listening Session - Q3	Can we engage Specialists more flexibly, to respond to needs vs. maintain the same pi		1	1
2013 AC Listening Session - Q3	Multi-county agents who are specialized in a subject matter area, eliminate middle ma	Eliminate middle management (DED, CED positions). Create cluster/area managers who perform administrative duti	4	2
2013 AC Listening Session - Q3	Regional specialists to support/coordinate subject matter programming efforts	With the goal being to make more impacts by connecting to university resources...	1	1
2013 AC Listening Session - Q3	Shift focus more towards specialized agents who have a chance to really know their st	Stop trying to be all things to all people. Specialize and then go out there and deliver it face to face to individuals	4	4

#### Programs Based on Local Needs/Preferences

2013 AC Listening Session - Q3	Consider a "menu based" programming approach based on needs assessments and w	Each region has different needs. Would allow a customized approach. Also need to continue to blur the county lines.	1	1
2013 AC Listening Session - Q3	give individual counties ability to decide their top program areas and have agent for thi		3	2
2013 AC Listening Session - Q3	Use a formula to determine the number of NCCE cost share funded positions in counti	Then allow the counties to decide the focus of those positions.... and allocate additional county dollars for additional i	1	1
2013 AC Listening Session - Q3	Become more focus on Extension Priorities can't be everything to everybody, multi-cou	Multi-county agents are not effective in large counties. In small counties may be more effective. I would suggest ea	5	5
2013 AC Listening Session - Q3	Provide agents to counties that want agents	Certain county governments do not desire particular agents with specialties. So if there is not county support for thos	1	1
2013 AC Listening Session - Q3	Allow more county input with regards to needs, staffing and funding. Use technology	to partnerships that are more effective in reaching others.	2	2
2013 AC Listening Session - Q3	Allow counties to fill positions the county is willing to fund	If a county is willing to fully fund a position, extension should fill the position.	1	1
2013 AC Listening Session - Q3	Staffing model needs to be based on: needs of the county, level of county funding sup	It will diminish the importance and relevance of our organization if we try to have the exact same staffing pattern in e	2	2
2013 AC Listening Session - Q3	With such a diverse state with 90 ag commodities it will be difficult to have a one size f	While we do need to change, we need to focus on that change being flexible based on county needs	2	2
2013 AC Listening Session - Q3	Consider restructuring districts based on county needs, such as urban-rural delineatio		1	1

#### Suggestions for Cuts

2013 AC Listening Session - Q3	eliminating top heavy admin positions		1	1
2013 AC Listening Session - Q3	Eliminate the agents that are not providing impacts and programming per EPAT scores	These monies can be spent on the aggressive, enthusiastic, and productive agents. This would boost morale and en	11	10
2013 AC Listening Session - Q3	Streamline ERS reporting	Streamline program objectives so statewide priorities can be recognized more effectively and agents time can be mo	4	4
2013 AC Listening Session - Q3	Trim the fat	If the high achieving agents are given better resources they could be amazing. Eliminate the programs/ agents that a	2	2
2013 AC Listening Session - Q3	Reduce the number of support staff in counties since technology allows agents to perf		1	1
2013 AC Listening Session - Q3	Streamline administrative structures with fewer ded's and ced's with multi-county rgs	Look for ways to keep highly skilled agents conducting high impact programs at the local level.	1	1
2013 AC Listening Session - Q3	Eliminate duplications among administrations.	Right now, we have two district systems, and two full Extension administrations (A&T & NCSU) which could be comb	2	2
2013 AC Listening Session - Q3	Reduce duplication of services	Eliminate positions that are duplicates of services provided by other agencies.	1	1
2013 AC Listening Session - Q3	Priority on agents vs. administrators		1	1
2013 AC Listening Session - Q3	Less redundant paper work leaves more time for programs.	More compact ERS	6	6

#### Technology

2013 AC Listening Session - Q3	Create "online agent" positions that are not tied to a geographic county/region	An example would be consumer hort agents that could answer all the Ask an Expert hort questions, staff a 'live chat	1	1
2013 AC Listening Session - Q3	Create teams of subject area agents to develop online workshops.	Agents from various counties can use these workshops to reach younger clients and we can save money on mileage	1	1
2013 AC Listening Session - Q3	Step up out technological skills to deliver programming to a broader audience that has	Use an online course model using Skype, Google +, Collaborate and/or satellite sites, etc.	1	1
2013 AC Listening Session - Q3	Shift some areas to digital, online specialized agents who work from home online		1	1

#### Other Ideas

2013 AC Listening Session - Q3	Some combination of regional agents with a county presence to allow us to pay at a lev		1	1
2013 AC Listening Session - Q3	Extension should be Extension across the universities	There should be NO SEPERATION between universities....it should just be Cooperative Extension and we should no	1	1
2013 AC Listening Session - Q3	Extension should be Extension across the universities	There should be NO SEPERATION between universities....it should just be Cooperative Extension and we should no	1	1
2013 AC Listening Session - Q3	Highly functional communication and messaging procedure with effective training/orien	Lots of missed opportunities for impactful programming due to lack of awareness within the organization. Our human	1	1
2013 AC Listening Session - Q3	Provide a NC Needs Assessment, evaluate which agencies are covering which areas c	evaluate what impact we can make before deciding upon a staffing structure. We may gain support in certain areas i	1	1
2013 AC Listening Session - Q3	Exploring "For Fee" Services	Trainings, Consultations, etc	3	3
2013 AC Listening Session - Q3	Change our name to NC Agricultural Extension Service	This ties us to the largest industry in the state and provides citizens a connection to us that they understand. Not saying do away with 4-H or FCS. When we were named this previously we had no funding problems.	2	2
2013 AC Listening Session - Q3	Hire a few educators/lobbyists to edc state and federal legislators aout Extension.		2	2

2013 AC Listening Session - Q3	Develop programs as a part of or an offshoot or follow-up of community dialogues and		1	1
2013 AC Listening Session - Q3	Using grant money has enabled us to expand programs outside the norm of extension	Using grants to start programs for the local community has an impact however when the grant funding ends so does	4	2
2013 AC Listening Session - Q3	Hire new agents in a "training" position	These new agents would be hired to work alongside a highly performing tenured agent (given a salary supplement fo	1	1
2013 AC Listening Session - Q3	We must focus on key program needs that are serving the most people with the most i	We must stop spreading ourselves too thin. We cannot be all things to all people. It is important that we do not elimi	3	3
2013 AC Listening Session - Q3	a strong agricultural presence is critical to the organizations success.	We must maintain face to face interactions with our growers in order for them to make practical, agronomic decisions	1	1
2013 AC Listening Session - Q3	Hiring well compensated/educated cross county agents is the only way. Works for Clen	Tired of agents who don't work! Title promotion process is stupid and ridiculous! ERS is a night mare and a waste of t	5	5
2013 AC Listening Session - Q3	Let's look at growing. Have county level bonds or millages on the ballot!	Wouldn't most counties pass county wide ballot initiatives to support extension?	1	1
2013 AC Listening Session - Q3	In order for Extension to remain relevant our programs must remain in Extension & no	Customers & partnering agencies should come through Extension for Extension education. This will make Extension	5	3
2013 AC Listening Session - Q3	Separate responsibilities by level of service	Designate regional positions that focus on answering client questions. This will allow agents to focus on developing a	1	1
2013 AC Listening Session - Q3	Develop a criteria for ranking counties to determine number and type of agents needed ag	income, ag diversity, size of county, rank in poverty numbers (obesity, etc), population. What are the needs of the	1	1
2013 AC Listening Session - Q3	How do you answer this without knowing your resource (money) allocations? Base ag	What is important to the county? What expertise does Extension have to address it?	1	1
2013 AC Listening Session - Q3	Hire more part time agents(?) or seasonal workers; fund staff with hard funds and push	Temporary or seasonal workers/agents for specific situations (specialty crops, corn plots);	1	1
2013 AC Listening Session - Q3	We should put all employees on a contract basis		1	1