

Office of the Director
Campus Box 7602
Raleigh, NC 27695-7602
919.515.2811, 2812, 2813
919.515.3135 (fax)

To: All Extension Employees, Partners & Stakeholders
From: Joe Zublena
Associate Dean, CALS and Director, N.C. Cooperative Extension Service
Date: February 11, 2014
Subject: N.C. Cooperative Extension Vision & Planning Initiative

To our Extension family and partners,

It's been only a few weeks since our last update regarding the ongoing Strategic Vision & Planning Initiative, and we continue to make exciting and significant strides in 2014. As you know, the N.C. Cooperative Extension Service is engaged in a reorganization and planning process that will strengthen our organization for future success as we move into our 100th year.

You can learn more about the overall initiative at our website: www.ces.ncsu.edu/vision-initiative.

VISIONING TEAM

Our Visioning Team, made up of Extension employees, county government partners and volunteer leaders, gathered in Browns Summit from January 21-23 to review the input from our Listening Sessions and to begin crafting a plan that will better position our organization for long-term success and sustainability.

The energy, passion and ideas that the team brought to these planning meetings were nothing short of inspiring! We are that much closer to our goal because of the hard work that every one of them put into this effort.

WHERE THINGS STAND

During the first session, team members reviewed and incorporated stakeholder input and needs from a variety of conversations and the listening sessions into "big ideas" for designing Extension's future. Our shared goal in this process is to deliver the very best Cooperative Extension programs that meet and exceed the needs of our citizens and align with our strengths.

We must prioritize the programs North Carolina needs that we are best equipped to provide. Then we can make changes and improvements to our organizational structure to effectively deliver those most critical educational programs.

To help visualize and capture the work so far, we have developed a brief video highlighting the Listening Session process and the hard work of the Visioning Team. It's a "thank you" to all those who have participated, as well as a way for us to further our efforts to be transparent to you throughout this effort.

Take a look and feel free to share: <http://youtu.be/nCDMKZPPUaQ> And we aren't done yet!

(continued)

WHAT'S NEXT

The Visioning Team will reconvene February 18-20 in Raleigh to continue to synthesize and design high-priority themes and further consolidate ideas into recommendations to administration. We're also gathering and reviewing additional data and information to help us make the most educated and impactful decisions possible (such as county government surveys, operational budgets, economic indicators, etc.).

The Visioning Team will also meet and continue to refine and focus our strategic plan during a stretch of days in March and April. You will be kept in the loop throughout.

PUTTING THINGS IN PERSPECTIVE

As with any major organizational reorganization process, you're likely to have questions about the status of the planning initiative - that's only natural! We'd just ask you to review and consider the following information, which we believe helps to explain why we're not yet in a position to share tangible plans/changes at this time.

- NO decisions regarding changes have been made (there are no final plans to report).
- This planning initiative is a work in progress, which continues to evolve as we craft and fine-tune our plan for the future.
- We are restructuring the organization, NOT gutting the organization.
- These things take time. We're still on schedule to have a final plan ready in the spring of this year.
- Summaries for each Listening Session are available on the initiative website: www.ces.ncsu.edu/vision-initiative.

Thank you for your continued patience and dedication throughout this process. We'll continue to update you and provide open channels for two-way communication - we value your feedback! - as we position the N.C. Cooperative Extension Service for another century of success and stellar service.

c: NCSU Administration
CALs Faculty & Staff
External Stakeholders