

**Issues and Opportunities
submitted by
North Carolina Federation of Cooperative Extension Associations
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Professional Development and Reporting

<p>Issue #1: As staffing patterns change, adequate resources are not being provided at the state level to integrate faculty/staff through training and team building.</p>	<p><i>Opportunity:</i> <i>Provide the necessary resources to offer sufficient team building and training opportunities for faculty/staff, seeking alternate funding if necessary.</i></p>
<p>Issue #2: Lack of diverse, hands-on training (i.e. in-service, university course offerings and other professional development options) is occurring.</p>	<p><i>Opportunity:</i> <i>Hold an annual or bi-annual conference to keep faculty/staff informed and well trained.</i></p> <p><i>Opportunity:</i> <i>Finalize rollout phase of the Personal and Organization Development System.</i></p> <p><i>Opportunity:</i> <i>Motivate program leaders to take the lead by encouraging specialist to offer training and assistance to field faculty.</i></p>
<p>Issue #3: The one-class tuition waiver does not extend to community colleges. Time and/or financial constraints hinder some staff, especially SPA, from taking classes at the university level.</p>	<p><i>Opportunity:</i> <i>Work with appropriate legislative and state agency personnel to expand the tuition waiver to include community college courses.</i></p>
<p>Issue #4: EMAPS and ERS require much of the same information, therefore duplicating efforts.</p>	<p><i>Opportunity:</i> <i>Create a more efficient document by combining the two reporting systems. This document could then be used to prepare a performance plan for the year and report against CEMP objectives.</i></p> <p><i>Opportunity:</i> <i>Link PODS into accountability system.</i></p>

Staffing Patterns/Program Delivery

<p>Issue #1: Specialists and other NCSU departments (i.e. Textiles Extension, Science House) are conducting programming in counties without notification and/or contact with the local center. Specialists directly consulted by county clientele are not referring to field faculty as appropriate.</p>	<p><i>Opportunity:</i> <i>Establish a policy outlining appropriate communication channels for in-county programming and educational information dissemination. If one exists, please provide for faculty/staff. Suggestion to look at the University of Georgia policy.</i></p>
<p>Issue #2: Some Program Assistants, Associates and Technicians are being required to perform job duties that should only be performed by agents. In some counties, programming for vacant agent positions is being assigned to PAATs, which is inconsistent with the minimum legal requirement of a Bachelors degree.</p>	<p><i>Opportunity:</i> <i>Establish strict guidelines for expectations of PAATs. If criteria exist, train and/or re-train CEDs and Supervising Agents on legal ramifications of non-degree personnel performing duties of professional faculty. Provide a communication link at NCSU and NC A&T specifically for PAATs.</i></p>
<p>Issue #3: Perception that positions were being advertised and funded on the state level even though county faculty/staff were being told that positions could not be filled, and were being forced to take additional responsibilities for programming void.</p>	<p><i>Opportunity:</i> <i>Communicate the justification for any positions that are funded during an advertised position freeze period.</i></p>
<p>Issue #4: Agriculture and Natural Resources, Family and Consumer Education, 4-H and Youth and Community and Rural Development are the four marketed programming areas in North Carolina, however the reduction in staff has resulted in ineffective distribution of expertise.</p>	<p><i>Opportunity:</i> <i>Create staffing plans and fund positions that would allow programming to be offered within all four areas.</i></p> <p><i>Opportunity:</i> <i>Market only the specific programming offered.</i></p> <p><i>Opportunity:</i> <i>Foster the built-in mentoring process of multi-county work.</i></p>

<p>Issue #5: Cross program programming is not addressing the broader context of the nature of the political and economical situation that is creating the crisis on the farm, as well as shared family concerns and issues of human problems.</p>	<p><i>Opportunity:</i> <i>Develop a shared vision of bringing CRD, Agriculture, Family and Consumer and 4-H into a process of holistic programming in which resources provide solutions at a local level based on community need.</i></p> <p><i>Opportunity:</i> <i>Establish community building and maintenance activities designed to strengthen ties among residents of urban areas and rural communities.</i></p>
<p>Issue #6: Hiring people into Extension as a lifelong career is of concern since Extension has lost a great deal of its "charm" in the last ten years.</p>	<p><i>Opportunity:</i> <i>Extension-focused assistantship programs should be developed to better prepare our youth to understand the benefits of service to society.</i></p> <p><i>Opportunity:</i> <i>Target recruitment on college campuses.</i></p>
Personnel Inequity	
<p>Issue #1: To attract new hires, monthly annual leave earning rates for EPA were increased to 16 hours at time of employ, creating an inequity with veteran EPA and SPA who took fifteen to twenty years to achieve this rate.</p>	<p><i>Opportunity:</i> <i>Restructure the increment earning rate schedule so that veteran EPA and SPA are earning annual leave equitably based on years of service.</i></p>
<p>Issue #2: Salary inequities are occurring on campus and in counties.</p>	<p><i>Opportunity:</i> <i>As suggested in last year's response, Administration should utilize Federation to develop a committee for exploration of options and impacts and provide recommendations.</i></p> <p><i>Opportunity:</i> <i>Adjust salary discrepancies by providing discretionary funds to department heads for amendment.</i></p>

<p>Issue #2: (continued) Salary inequities are occurring on campus and in counties</p>	<p><i>Opportunity:</i> <i>Adjust salary discrepancies between counties by working with the appropriate agencies on the state and county level to justify salary through job title and years of service, not MOA or MOU.</i></p>
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Computer Technology

<p>Issue #1: Some faculty/staff are being provided inadequate access to computers and training, thus yielding a technology-deficient workforce.</p>	<p><i>Opportunity:</i> <i>Ensure that all faculty/staff are being provided with computer access, as well as the training needed to operate the system.</i></p>
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<p>Issue #2: Systems with new software are being installed, however satisfactory and timely training on new software is not being provided.</p>	<p><i>Opportunity:</i> <i>Provide training in advance of installation, making sure personnel is prepared to use new software applications as appropriate to sustain their normal day-to-day functions.</i></p>
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<p>Issue #3: The intermittent placement of the new system has caused a discrepancy in software.</p>	<p><i>Opportunity:</i> <i>Post the chart showing what system each county is on in a more convenient location (i.e. Intranet home page). Include the projected date of Linux installation for the remainder.</i></p>
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<p>Issue #4: Linux was chosen mainly due to cost, which is not necessarily the best option for efficiency of educational mission or maintenance and upgrade.</p>	<p><i>Opportunity:</i> <i>Work with ITS to research and develop a projected timeline for reaching a goal of installing systems based on our mission of providing the latest research-based information to our clientele instead of cost.</i></p>
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