



North Carolina Cooperative Extension Empowering People · Providing Solutions

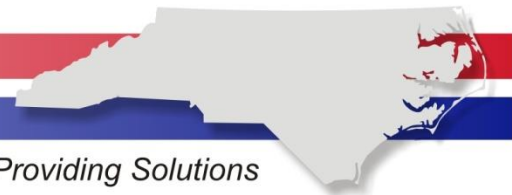
Joe Zublena

Associate Dean and Director NC Cooperative Extension
Service



North Carolina Cooperative Extension Empowering People · Providing Solutions

- Goals
- Capacity
- Change



Nine Strategic Educational Goals To Enhance:

1. Profitable & environmentally sustainable plant, animal and food systems.
2. Protection & conservation of natural resources and environment
3. Clean, sustainable, efficient and reliable energy.



Extension's Nine Goals

4. Disaster preparedness and recovery.
5. Adults and children will make healthy food choices and be physically active.
6. Effective parenting and life skills.



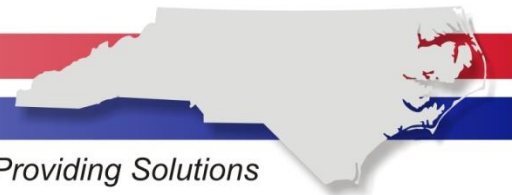
Extension' s Nine Goals

- 7. Youth and adults will achieve educational success.
- 8. NC will excel in the global marketplace.
- 9. North Carolinians will be civically engaged within their communities.



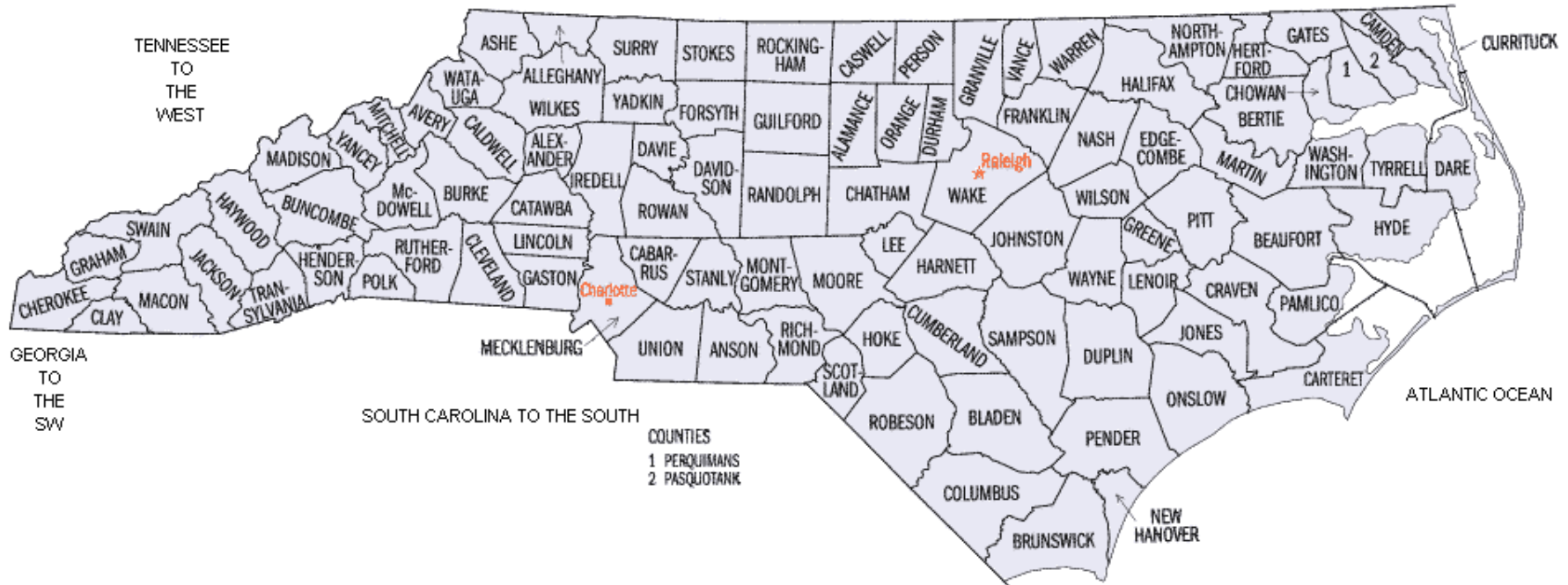
Extension Faculty Capacity

- 4-H & FCS -27
- Ag. Econ-13
- Animal Science-14
- Farm Safety/Tox-2
- Aquaculture-4
- Water Quality-5
- Bio & Ag Engineering-15
- Crops & Turf -16
- Weeds-5
- Wood & Paper-3
- Latino-1
- Entomology-6
- Food Manuf. & Safety-6
- Forestry & Christ. Trees-10
- *Local Foods*-2+several
- Horticulture-15
- Com. Dev. & Tourism-6
- Plant Pathology-7
- Poultry-4
- Soils-9
- Waste Management-2

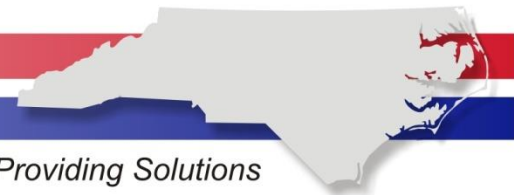


We are present in all 100 counties in NC!

VIRGINIA TO THE NORTH



- 679 county paid employees (395 county agents, 106 PAs and 178 support staff); 134 “No Pays”



We Partner with County Government and Tribal Leadership

- to provide locally based agents with the skills and passion to provide the educational and training to impact local issues



Nature of Change

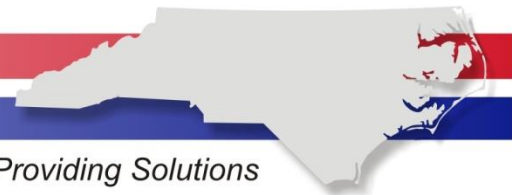
- Change is always occurring

Passively impacted by change

OR

Take proactive measures to thrive

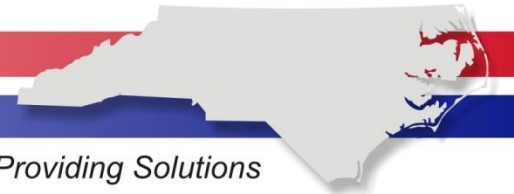
- NCCES is changing



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

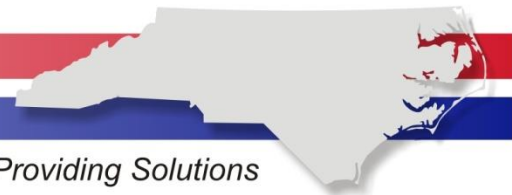
- Permanently lost \$20M since 2000
- \$13.7M lost in the last 4 years
- 90 county positions permanently lost
- 67 campus FTE lost
 - 11 tenure track
 - 14 non- tenure track
 - 43 SPA



NCCES

Visioning Initiative Goals

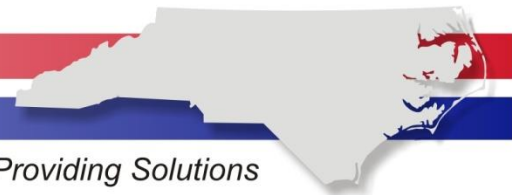
1. Define, focus and strengthen our most competitive and needed programs
2. Strengthen our programs and services to deliver greater impacts and value to citizens, the counties, & state



NCCES

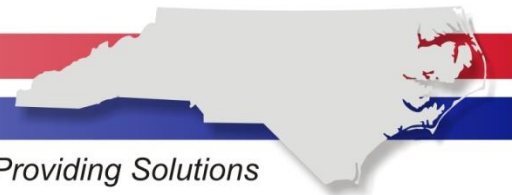
Visioning Initiative Goals

- 3. Increase fiscal flexibility
- 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



We Start by Listening

- 12+ Listening Sessions (2000+ people) across the state
- Visioning Team, including stakeholders & broad cross section of employees, will process input
- Action plan by May 2014



QUESTIONS ??

