

# Extension Program Work Area

## Extension Administration PWA1: Program Leadership

### Rationale

Program achievements require good leadership practices.

### Stake Holder Input

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWA and reviewed and approved the final draft.

### How Stake Holder Input was used to create this PWA

### Long Term Outcome

1) Vision, direction and priorities for Extension programs are clearly defined and Extension faculty and staff achieve desired outcomes identified in the POW; 2) Organizational structure within the work unit supports program vision, direction and priorities; 3) Processes of developing, delivering and evaluating Extension programs are effective and efficient; 4) Decisions are made in a manner that invites and incorporates appropriate input from others and support desired outcomes identified in the POW.

### Indicators of Successful Achievement of this Outcome

To be developed by the individual administrator

## PWA2: Diversity

### Rationale

Extension's traditional strength in rural areas continues to help sustain natural resources, economies and the people and families who inhabit a large part of the state. But Oregon's needs continually evolve. Today, changing demographics and the complexity of a larger, more urbanized society are two examples of why the OSU Extension Service needs to consider how best to serve an increasingly diverse population.

### Stake Holder Input

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWA and reviewed and approved the final draft.

### How Stake Holder Input was used to create this PWA

### Long Term Outcome

1) The knowledge, skills, aspirations and commitment of Extension faculty and staff to work with diverse populations increases; 2) Spanish language skills and understanding of Latino culture among Extension faculty and staff improves; 3) Faculty and staff of color are hired; the retention rate among faculty of color improves over the next five years; 4) Civil rights compliance review conducted in counties, programs and departments.

**Indicators of Successful Achievement of this Outcome**

To be developed by individual administrator.

**PWA3: Financial Management**

**Rationale**

In 2005, OSU Extension adopted an outcomes-based investment model, providing greater accountability and increased process transparency to fiscal management. Extension will increase and diversify its funding base and encourage program excellence through strategic investments.

**Stake Holder Input**

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWA and reviewed and approved the final draft.

**How Stake Holder Input was used to create this PWA**

**Long Term Outcome**

1) Extension budgets provide adequate support and services for achieving POW desired outcomes; 2) Unit leaders demonstrate ability to analyze, judge and deliver sound fiscal decisions in concert with others; 3) Reports to decision makers are presented in a fiscally responsible and accountable manner.

**Indicators of Successful Achievement of this Outcome**

To be developed by the individual administrator

**PWA4: Human Resource Management**

**Rationale**

Human resource management facilitates the most effective use of people (employees) to achieve organizational and individual goals.

**Stake Holder Input**

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWA and reviewed and approved the final draft.

**How Stake Holder Input was used to create this PWA**

**Long Term Outcome**

1) A diverse faculty and staff are motivated and productive; 2) A criterion-based performance evaluation encourages, recognizes and rewards improvement and achievement of faculty and staff; 3) A training and development system improves individual and organizational performance; 4) Performance problems are managed promptly and appropriately; 5) A well functioning, service-oriented office is maintained.

#### **Indicators of Successful Achievement of this Outcome**

To be determined by individual administrator

### **PWA5: Organizational Performance**

#### **Rationale**

To achieve its vision, direction, and priorities, OSU Extension will need to respond to changing needs and demands for education, sustain a statewide presence, and address emerging needs and demands of Oregonians. It will also be necessary to plan for and deliver measurable impacts, collect credible data to demonstrate those impacts, and communicate that information effectively.

#### **Stake Holder Input**

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWAs and reviewed and approved the final draft.

#### **How Stake Holder Input was used to create this PWA**

#### **Long Term Outcome**

1) Policies, procedures and practices support Extension's vision, direction and priorities; 2) OSU Extension provides access to the knowledge resources of the university through engaging Oregon's diverse people and communities in learner services; 3) OSU Extension uses established and new technologies to increase efficiencies, expand outreach, and enhance and report the outcomes of its educational services; 4) Faculty and staff evaluate and report Extension educational services outcomes using appropriate technologies, methodologies, and evaluation.

#### **Indicators of Successful Achievement of this Outcome**

To be developed by the individual administrator

### **PWA6: Stakeholder Relationships**

#### **Rationale**

Relationship and organizational marketing are keys to Extension's success. Marketing is creative and cooperative action, undertaken by an organization to promote its values, accomplish its mission and develop increased support.

#### **Stake Holder Input**

The Extension Cabinet provides the organizational integration of program and operations for OSU Extension. The Cabinet provided input for the development of the PWA and reviewed and approved the final draft.

## **How Stake Holder Input was used to create this PWA**

### **Long Term Outcome**

1) Organization vision, direction and priorities reflect the input of broadly representative citizens? advisory groups; 2) County, state and federal decision makers acknowledge OSU Extension for its positive impacts on community livability economic vitality, natural resources sustainability, and the health and well-being of people; 3)Community stakeholders hold a positive perception of OSU Extension and its ability to meet the needs of Oregonians.

### **Indicators of Successful Achievement of this Outcome**

To be determined by the individual administrator

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