March 2017

MU Extension Way

At the January UMEA annual meeting in Columbia, UMEA had the pleasure of talking with the Extension leadership Dr. Marshall Stewart presented the MU Extension Way, an initiative developed to create a culture of high trust, open communication, and extraordinary performance. This program will create operational systems and structures that support high performing, future focused MU Extension and Engagement. Dr. Stewart reflected on the Listen and Learn tours that generated critical strategic and operational issues to be addressed and acted upon if MU Extension and Engagement is to flourish in the future. Dr. Stewart briefly presented a new budget model that will aid to maintain 230 field specialists’ positions to provide a solid base of staff but also address the anticipated budget reductions.

The MU Extension Way program development model was introduced as a set of practices and principles that will guide how the organization works to support the vision, mission and values of Extension.

Dr. Stewart also recognized the concern of faculty across the state and on campus regarding the anticipation of budget cuts. With rightsizing Extension regional specialist’s positions and using reserve funds without laying off any employees.

Dr. Stewart reported he is having great conversations with deans at many departments on campus who want to do more outreach and engagement. The enactment of a Campus Engagement Council was slated to begin as early as February 2017.

UMEA is thankful to have Dr. Stewart, Joy Millard, Mark Stewart and Tracy Feller present at the annual UMEA meeting.

For more information on the “MU Extension Way”, view Dr. Stewart’s video, Introducing the MU Extension Way.

MU and Extension Budget Updates

UMEA members can support MU and Extension by actively being engaged and knowledgeable about the budget and ongoing decisions. In a March 8th update from Dr. Hank Foley, he discussed the approximately $20 million budget shortfall expected based on state withholdings for the fiscal year ending June 30th. Funding to meet budget needs will come from the
University’s reserves. For additional information on how FY 2018 budget issues will be addressed please take an opportunity to review the guiding principles that have been developed.

**What does the budget mean for Extension?**

Thank you to Callie Glascock, Extension Budget Director for the budget update. The University is dealing with the governor’s withholding in this current fiscal year (FY 17) by pulling reserves based on all unrestricted account balances. Extension has received the amount due to campus to cover the FY 17 $20M withholding from the state. The total due from Extension is **$843,604**. This figure is based on a combination of cash reserves (70%) and our general revenue allocation (30%). If you wish to review the campus guiding principles in calculating the amount, you can find those [here](#).

An amount will be pulled from each Extension unit to cover the amount due to the campus. The amount per unit is based on a % of the unit’s unrestricted balances to the total for Extension as of June 30, 2016. As an FYI, 54% of the total will come from Extension wide support accounts and 46% from the program and CE units.

We are planning for FY 18 as this time but are waiting for the campus to provide final budget assumptions. As we have more information for the next fiscal year, we will share as well.

We encourage you to engage and stay informed; here are a few resources to help [the Exchange News for Extension Employees](#), [University of Missouri System Legislative Update](#), [MU System News Releases](#), [Administrative Leadership Meetings](#), [Office of the Chancellor News](#) and [University of Missouri Flagship Council](#).

**Supporting Extension**

The most recent University of Missouri Flagship Council newsletter reflects on the Senate Committee hearing. During this hearing Senators shared their concerns with the University. One of the Senators promoted the research, education, and Extension of the University. Several Senators voiced their support for University of Missouri Extension and implored the three new Curator candidates not to forget Extension. Read the [Flagship newsletter](#) for more information.

In a March 6**th** news release Dr. Hank Foley reported that he has reached out to numerous groups and committees across campus to seek input and advice regarding plans for addressing budget shortfalls. These groups all agree: As a land-grant university with very high research activity, we must preserve our academic, research and extension missions. It is important for UMEA and Extension to be engaged, knowledgeable and support the efforts and difficult decisions of our leadership teams. Get the rest of the story at [Office of the Chancellor News](#).

**Flagship Council**
University of Missouri Flagship Council’s role is to communicate the importance of the UM system to the public, elected officials and legislatures in the state. In recent conversations with Mary Anne McCollum, Executive Director of Flagship Council, Mary Anne stressed the importance of Extension and stated “the Flagship Council’s mission is currently being revised to include Extensions statewide impact and value.”

This year Susan Mills-Gray will represent UMEA for a one-year term as liaison to the University of Missouri Flagship Council. Please take time to thank Susan for representing UMEA.

**UMEA in Action**

- UMEA delivered a message of appreciation and gratitude to Dr. Marshall Stewart for the paid days off in December. This was a very kind gesture. At his request, UMEA sent Dr. Hank Foley, Interim Chancellor a letter of sincere gratitude for delegating the authority to Dr. Stewart to Extend the paid days off to Extension Faculty and staff.
- UMEA sent a letter of request to the Total Rewards Advisory Committee (TRAC), chaired by E. Jill Pollock, Interim Vice President and Chief HR Officer, requesting an Extension representative seat be included on the TRAC board and this seat be reserved for Extension. TRAC works on behalf of the faculty and staff, providing representation for benefit programs and UM pay and benefit systems.

**UMEA Awards**

We are only a few months out from UMEA awards nomination time! An announcement will go out in mid-July as we begin our search for awards applications. All applications will be due by August 31st, 2017. Awards amounts have increased for 2017 and a new award has recently been added!

**Outstanding Program Award** (1st place, $500.00; 2 runners up, $300.00)
- Single program effort by UMEA members (with dues paid by January 31st of award year)
- Program must have been conducted between August 31st, 2016 and August 31st, 2017
- Individual or team entries accepted

**Meritorious Award** (2 available, $300.00)
- Must be with Extension 5 years and a UMEA member for 3 consecutive years (with dues paid by January 31st of award year)
- Based on overall programming efforts, professional development and community involvement

**Rookie of the Year Award** (2 available, $250.00)
- Must be with Extension for no less than 6 months and no more than 24 months as of August 1st, 2017
- Based on overall programming efforts, teamwork and professional involvement

**Staff Programming Award** (2 available, $250.00)
• **NEW** award for NPAs, YPAs and Extension educators
Awards Committee is still looking for a representative from the NW Region. Alternates are also being requested for WC, NE and Urban regions. For more information, contact Ashley Bales at balesa@missouri.edu.