



## Southern Region PSD Meeting - August 2004

### LSU AgCenter

#### Parish Program Reviews

30 of the Louisiana's 64 parish Extension programs have gone through a peer review process in the last two years. The process reviews local programming and suggests changes or improvements to local programming. Parish staff members then prepare an implementation plan based on the recommendations. A final step in the process is a follow-up visit by the Director of Extension along with the director of Institutional Research and Organization Development (IROD) to assess progress relative to the implementation plan. *Contact: Dr. Earl Johnson*

#### Performance Appraisal Process

As part of the AgCenter performance appraisal process an online portfolio and performance evaluation form were developed through a collaborative effort between the IROD, Human Resources and Information Technology units. The system was used by some 350 faculty and resulted in a database being created which allows AgCenter administrators the ability to review information on line while preserving the confidentiality of the process for individual faculty.

*Contact: Dr. Robert Richard*

#### Legislative Audit

The LSU AgCenter was "chosen" by the legislative auditors of Louisiana State Government for a performance audit to determine if the AgCenter was in fact delivering the type of programming that it stated in its reporting. Essentially, as was expected, the auditors found that the AgCenter was doing excellent work and well received by its clientele. They did conclude that program evaluations could be more rigorous. *Contact: Dr. Robert Richard*

#### Program Evaluations

As a result of the legislative audit more emphasis is being placed on outcome evaluations. An evaluation group has been formed consisting of faculty interested in evaluation from the FCS, 4-H and ANR program areas. A number of program evaluations seeking to measure behavior change are being planned and implemented in the fall of 2004 including nutrition, parenting, 4-H, master cattlemen program, and master horseman program. Additionally, logic model training is being planned for selected faculty to improve the use of that model and improve the overall effectiveness of evaluations. *Contact: Dr. Robert Richard*

#### International Programming- Ukraine

The LSU AgCenter has had a program in Ukraine for the last five years. The Institutional Research and Organization Development Unit (IROD) has been actively engaged in working with visiting Ukrainian university faculty as well as traveling the Ukraine to conduct onsite seminars in program planning, teaching methodology and program evaluation. Currently, the first phase of the contract is being evaluated by Dr. Satish Verma with a final report being due in February, 2005. IROD is actively engaged in developing a new proposal to develop a more formal Extension education program in Ukraine. *Contact: Dr. Satish Verma*

#### Strategic Planning

Meetings were held with stakeholders in each parish to discuss continuing issues from a series of forums conducted in 2000 as well as identify emerging issues. This information was then submitted to a state database and currently parishes are being asked to review that information as it relates to their parish program and develop expected outcomes for the next four years.

*Contact: Dr. Robert Richard*

#### Summit Facilitation

In response to recent CSREES departmental reviews and a charge from the chancellor, IROD has been engaged in assisting departments in the identification of future program direction through departmental summits. The summits generally involve all research and extension

faculty with program responsibilities related to the department. The result of the summits has been the identification and prioritization of issues which have the potential to impact future programming efforts and the resources necessary to address those issues. *Contact: Dr. Debra Davis*

### Professional Development

*Specialization:* As of July 1, 2004, 127 LSU AgCenter Extension faculty members have completed 1625 hours of advanced coursework toward a specialization. A total of 87 agents have completed specialization and 73 of those have been assigned to specialization slots in their respective program areas and have received a salary compensation for the additional job responsibilities resulting from the specialization status. *Contact: Dr. Debra Davis*

*In-service Training:* Now that the formal coursework of specialization is winding down, focus has been turned toward redesigning the LSU AgCenter's in-service training program to continue to meet the needs of faculty for professional development. A proposal (using the Mississippi State model as a basis) has been presented to administration for consideration and a target date of July 1, 2005 has been set to initiate the new system. *Contact: Dr. Debra Davis*

*Enhanced Tracking of Professional Development:* Efforts are being made to institute a more efficient and effective means of tracking faculty participation in professional development opportunities including non-formal courses and graduate education. This will assist in providing budgeting projections to the budgeting office for promotions, degrees received and specialization raises. *Contact: Dr. Debra Davis*

### Teaching and Graduate Advising

Graduate courses taught this year were extension program development, extension program evaluation, systems thinking and volunteer development. A new course in curriculum development is being taught this semester and new courses in grantsmanship and service learning are scheduled for the spring semester. All are taught by distance ed. *Contact: Dr. Debra Davis*

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