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Supporting EMPLOYEE Growth and Development

We had 37 successful A & P promotions in 2022

There are currently 21 A&P applicants for promotion in 2023

- I to II (7)
- II to III (2)
- III to IV (12)

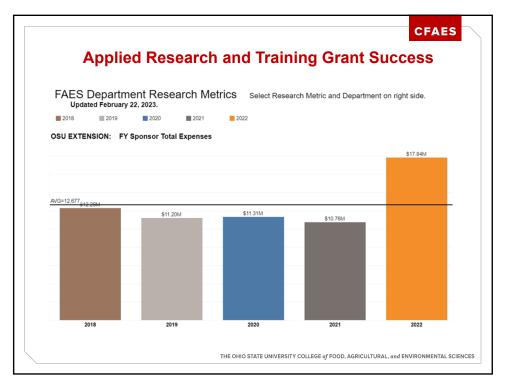
We have a growing number of employees entering the faculty track!

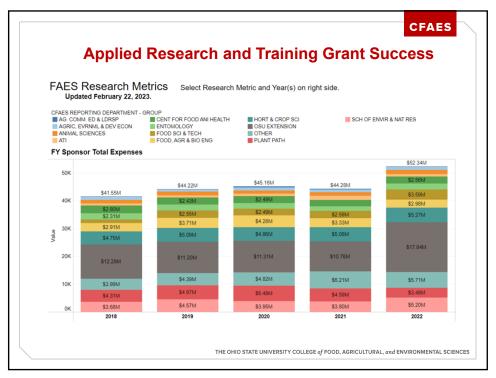
We are also continuing to advocate for finding a remedy in CRM for identifying a mapping that more accurately reflects the work of our highly skilled support staff.

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CFAES OSU Extension Fiscal Year 2022		
Federal	\$14,216,271	17.89
State	\$24,563,453	30.8%
County	\$18,678,595	23.4%
Grants, contracts, gifts	\$18,914,342	23.7%
Earnings	\$3,283,679	4.1%
Total Revenues	\$79,656,340	
Expenses		
Personnel (Salaries and Benefits)	\$55,971,486	73.2%
Operating/IT	\$19,586,078	25.6%
Travel	\$675,870	0.9%
Equipment	\$205,977	0.3%
Total Expenses	\$76,439,411	
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et Margin	\$3,216,929	





Systems Solutions Update

As many of you know, we have been working to find systems solutions to make the business of Extension easier. Issues we have been advocating for include:

- · Addressing shift differentials
- · Increasing options for local vendors
- Increasing hiring managerial liaisons for Workday
- Developing an OSP second track for Extension grants and contracts
- Acquiring an alternative to expedite background checks for volunteers
- · Increasing support for finance to help expedite procurement
- Getting to the final sign-off for compression and equity
- Increasing pay for entry-level positions and eliminating GDI

Numerous conversations have been had and I believe we are beginning to gain traction on a number of these issues. I would like to thank Dean Kress for her continued advocacy for finding solutions.

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Regional Conversations 2023

These are the regional conversation dates/locations:

- Monday, November 13 Dayton (Urbana to be confirmed)
- Tuesday, November 14 South Centers
- Wednesday, November 15 Caldwell
- Thursday, November 16 Wooster (Shisler Conference Center)
- Friday, November 17 Toledo (Botanical Garden)

Will take the place of annual conference this year. The goal is to rotate annually the full annual conference and regional conferences.

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Enterprise Trust Index

- We had a 77% response rate, with 546 of 712 team members responding
- We received approximately 200 pages of comments

I am committed to 3 things:

- 1. Communicating the results.
- 2. Defining the top 3 actions we should take right now.
- 3. Taking action on those 3 priorities within 90 days.

We will release the executive summary on Tuesday, May 2, and will plan a Q&A on understanding the data.

Thank you!!!

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The State of Extension is Strong... because of the efforts of each of you!



EXTENSION

To watch again or share the 2023 State of OSU Extension Address on YouTube, visit: https://go.osu.edu/osu-extension-address-2023

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