

Interim Director Update May 5, 2020

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COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

CFAES

Thank You



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Promotion and Tenure

Promotion to the Rank of Associate Professor with Tenure:

Eric Barrett

Promotion to the Rank of Full Professor:

James Jasinski

Promotion to the Rank of Fourth Year Review Reappointments:

Elizabeth Hawkins

A&P Promotions

19 Candidates for promotion – announcements forthcoming

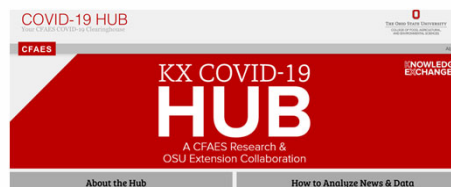
Congratulations!

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OSU Extension Partnerships to Support Ohio's Pandemic Response:

- Knowledge Exchange COVID-19 Hub (<http://kx.osu.edu/covid-19>)
- COVID-Connect (with campus partners and ODH)
<https://u.osu.edu/cphp/covidconnect/>
- Zoom partnership with county commissioners
- Food chain supply team
- Ag Crisis Team COVID resources



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CFAES**OSU Extension Virtual Environment Program Successes**

- 2020 4-H Conference moved online--
<https://ohio4h.org/>
- 4-H club advisor resources online and clubs meeting virtually
- Million masks campaign



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CFAES**OSU Extension Virtual Environment Program Successes**

- Ag Madness Tournament of Education:
64 webinars with more than:
 - Website hits – 6,330
 - Live webinar watches – 3,628
 - Replays – 3,226
 - Total hits and watches – 16,410
- Resources for farms facing COVID-19 impacts



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OSU Extension Virtual Environment Program Successes

- Webinars about revolving loan funds for public entities
- Community conversations on economic impact of COVID-19 to provide resources for suffering businesses comdev.osu.edu



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OSU Extension Virtual Environment Program Successes

- Online resources on health, food safety, stress relief, and finances www.fcs.osu.edu
- Live Healthy Live Well email challenge
- “Ask an Expert” for Financial Assistance go.osu.edu/FinancialAssistance



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CFAES**OSU Extension Learning and Organizational Development:
Meeting the Challenge**

- COVID-19 Telecommuting and Online Learning Support
lod.cfaes.ohio-state.edu/covid-19

- Telework
- Zoom training
- Video production
- Skype for Business
- Outlook
- Digital engagement
- Qualtrics and Excel



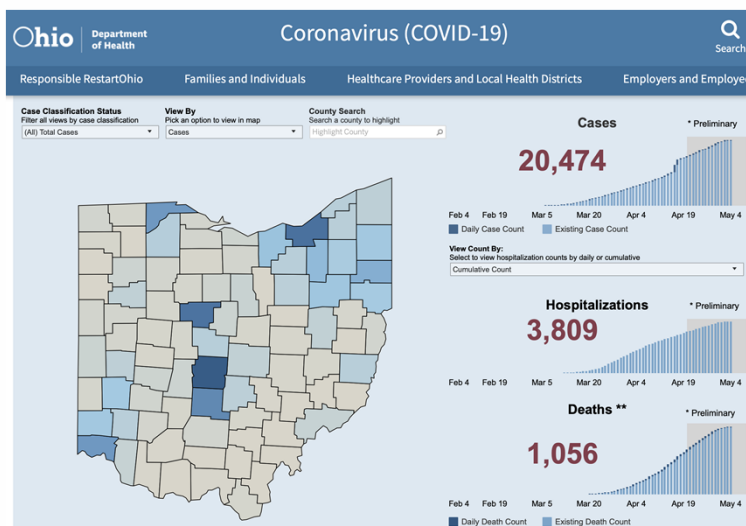
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CFAES**Responding to Virtual Environment During COVID-19**

- Governor's original Stay at Home Order – March 22
- OSU University Telework and Virtual Teaching – March 16
- OSU Extension's move to telework environments – March 19
- Governor's Stay Safe Order
 - May 1 – Healthcare
 - May 4 – General office environments, manufacturing, distribution, and construction
 - May 12 – Consumer, retail, services

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**COVID-19 is Real,
and We Need to
Stay Safe
and Keep Others
Safe.**

**The threat doesn't
simply go away
when restrictions
on Stay at Home
are eased.**

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What this Means for OSU Extension

- The Ohio State University remains in telework and continues virtual teaching/events through July 6 (until further notice)
- We are Ohio State employees and will follow these requirements until they are lifted
- We will continue to be creative in supporting our clientele and communities
- We will continue to prepare for a smooth transition to returning to work and in-person programming

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CFAES**Current: Essential – Critical – Critical with Exemption**

- 179 exemption requests approved for “Essential Research AND Extension Activities” process – approximately 60 of these are for Extension work.
- Mail pick-up and deposits
- Essential travel process still in place
- One-off trip to offices with supervisor approval to acquire additional needed materials/equipment

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CFAES**Future Exemptions and Transitions**

- There are official transition teams in place at the university, in our college, and we are naming our OSU Extension transition team next week.
- These teams are looking at **HOW** and **WHEN** we return to our offices and research, teaching, and OSU Extension activities beyond virtual engagement
- **Safety is priority #1**

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CFAES**What Happens Next?**

- Transition planning continues
 - System-wide survey (next week)
 - County-level assessments and **planning** activities
 - Implementing the guidelines for general office environments in EACH office as outlined in the Stay Safe order
<https://coronavirus.ohio.gov/static/publicorders/Directors-Stay-Safe-Ohio-Order.pdf>
 - As many as can telework will continue to do so
 - Physical distancing (establishing maximum capacity, signage, floor demarcations, limiting traffic, maintaining mass gathering limits)
 - PPE (masks, sanitizers, disinfecting schedules and procedures, common space)

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This will not be rushed and we are NOT implementing until Ohio State lifts telework requirements

CFAES**Budget Planning**

- Our university, college, and OSU Extension entered this pandemic in a position of strength financially
- We are not other universities and colleges. Do not look to other institutions and assume we are the same, will approach things the same, or will experience things the same
- Having said that, we do expect COVID-19 impact on:
 - state and county appropriations
 - tuition
 - non-federal grants
 - revenue-generating units

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CFAES**Budget Planning**

- State appropriation – 20%
- County appropriations
- Revenue generation
- Less expenses in some areas (ex: travel)
- Fundraising remains strong

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CFAES**Budget Planning**

- Modeling scenarios and the impact on our budget, programs, and operations
- Managing a 5-10% cut will include savings through attrition, limiting capital spend and reductions in operational spending (travel, supplies, services, equipment)
- Managing a 20% cut will include a more aggressive approach to the items above as well as a more detailed review of organizational/ programmatic investments
- We continue to explore opportunities to secure stimulus funding, generate new revenues, and engage donors

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CFAES**What do we need to do in OSU Extension?**

- Prioritize how we will allocate resources (people, funds, time, etc.)
 - **PEOPLE FIRST**
- Develop ideas and plans at all levels and within each unit which allow for multiple contingencies
 - We will be providing a strategy for developing 5%, 10%, 15%, and 20% reductions in each unit.
 - **Be PROACTIVE**
- Reduce spending and costs
 - Non-essential travel, supplies, equipment, etc.
 - **Be FRUGAL**

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CFAES**Current Budget Approaches and Decisions**

- We are discussing and planning for a virtual annual conference
- We are working on the state-level planning for multiple scenarios and finding ways to save
 - Attrition, postponing non-essential hires, savings on travel
- We have sought out flexible HR approaches if deep budget cuts are necessary (e.g., voluntary reduction in FTE), so we have some level of autonomy and creativity if it comes to that
- We are confident we can handle a 5-10% budget cut

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CFAES**There is Still Much to be Determined**

- I know you would all like a definitive answer regarding return to work and the budget situation – no one likes ambiguity...
- As more information becomes available, I will share it.
 - There are no hidden agendas or secrets: we simply do not know everything yet
 - State budgets (tax revenues)
 - County appropriation situations locally
 - Federal stimulus implications and relief packages
 - How quickly the economy will rebound

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CFAES**Ways in Which our Administrative Team Wants to Support**

- Continued advocacy for tools and resources to support our new digital engagement
- Continued support for planning and being proactive in returning to work with all our people in place
- Continued support and resources for balancing life and work now and in the future
- Continued development of a diverse funding portfolio to keep us vibrant and sustainable for the next 100 years

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We Remain Land-grant Fierce

- We are innovative
- We are agile
- We are demonstrating our value in literally thousands of different ways right now, and it is being noticed
- We are 100+ years strong
- We will get through this to the other side, stronger and even more prepared to serve and to lead
- You inspire me and so many others every day
- **THANK YOU!**

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Questions?

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