

## designEXT Decisions

OSU Extension will create a **Learning and Organizational Development team** that will provide leadership for community assessment, program development and evaluation, professional and continuing education, and customer relations.

OSU Extension will create an **Operations team** that will serve as a primary liaison with CFAES Finance, Human Resources, Information Technology, and other units. The team will also be responsible for Extension policy development, the annual performance review process, and the support and supervision of multi-county leaders.

OSU Extension will transition from five regions to approximately **20 multi-county administrative units** (referred to as areas). Each unit will be led by an area leader who will be responsible for the hiring, coaching, mentoring, and performance of personnel. Regional director (RD) and county Extension director (CED) positions will be phased out and eliminated.

**Stewardship duties which need to remain at the county level** will be distributed among the faculty and staff assigned to that county. These duties include, but are not limited to, external relations, facilities, program development, and day-to-day operations.

The reporting lines and supervisory structure for **county-based SNAP-Ed and EFNEP** staff will remain unchanged.

OSU Extension will initiate a transition whereby the **six impact areas will replace the existing four program areas**. Dedicated leadership will be provided to each of the six impact areas. A limited number of working groups under each impact area will provide leadership for statewide programming in a specific domain of activity. A separate 4-H unit will be maintained and coordinated with the six impact areas.

*(approved by OSU Extension Administrative Cabinet as of October 12, 2017)*

Visit [go.osu.edu/designEXT](https://go.osu.edu/designEXT) for more information.

