Get out your Gazetteer:  
Roadmap Update 

Tuesday, November 1, 2022 
Roots to Blooms:  Understanding our History and Cultivating our Future 
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My goals here today…

• Review the origins of the UMaine Extension Roadmap
• Share the process to date
• Discuss the timeline and accomplishments
• Set the stage for the next three days and the short-term future of the organization
Summer of 2020

• Several months into a global pandemic that no one had been through before—“flying the airplane as we are building it”

• 1 year anniversary of my assuming my role

• We needed to touch base with you all, we sent a survey with two objectives:
  • Determining the challenges and opportunities of working remotely
  • Thinking of the future of the organization
    • What is one thing you would change about UMaine Extension, what would it be and why?
Fall of 2020

• Survey had an incredible completion rate.
• What I’ve learned through the years leading processes like this:
  • It must be relevant and represent the entire organization.
  • It must be built from the grassroots, not top down.
  • It must involve those who are interested in doing the work.
  • It must be able to be done, not sit on a shelf.
  • It must not waste anyone’s time.
• Developed the “Roadmap” idea—not a 5-10 year strategic plan, but a 1-3 year plan (or “map”) to give us direction as we came out of the pandemic.
  • After “Roadmap” is complete, will undergo a full-scale strategic plan
Survey Says!

• Data easily fell into five themes:
  • Considering how we operate
  • Enhancing collaborations
  • Enhancing our financial future
  • Programming for the future
  • Successful communications and marketing

• I asked during an Extension Connections for volunteers to serve on theme committees, wanted a cross section of the organization.

• From those volunteers, I asked for someone to step up and be the committee leader.
Fall 2020 – Spring 2021

• Committees met throughout the fall and into 2021
• Goal was to present during the March 2021 Virtual “All Organization Meeting”
• Committees were tasked with developing a report and actual recommendations for the organization
2021 UMaine Extension Virtual All Staff Conference

- Again, tremendous participation!
- Each committee gave a report and their recommendations with time for questions at the end from participants.
- At the end of the meeting, a survey was sent with all the recommendations of all the committees to the organization for feedback.
Extension Roadmap Steering Committee

• Again, tremendous participation when we sent the survey to the organization with the recommendations from the Roadmap theme committees.

• Asked again, for volunteers to serve on the “Steering Committee” to review the recommendations and organizational input and help determine paths forward.

• Blown away by the response for volunteers, who represented all areas of the organization.

• Steering Committee met from August 2021 to April 2022.
  • All meeting notes are available on our Steering Committee website.
But then, there were a few bumps in the road...

- PFAS
- Retirements
- Vacancies/staff turnover
- General sense of fatigue/burn-out
- Push to get back to “normal”
- My assuming leadership of another unit
- It’s kind of been a year!
So here we are!

• “Never waste a good crisis.”
• “We aren’t using the same cell phone we did 20 years ago.”
• “We need radical thinking, creative ideas, and imagination.” –Mairead Corrigan

• My commitment to this process:
  • We do it together.
  • There is open communication.
  • We know change will be hard, but in the end it will be worth it.
  • All ideas and opinions are valued and heard.
What’s the plan moving forward?

• Tomorrow we will be lead through an innovation process by our newly named Associate Dean, Dr. Jason Bolton.

• Throughout the three days there are opportunities to meet, have conversations and share ideas.

• At the end of this conference, all ideas will be gathered, analyzed and a process for moving forward will be determined.
  • There will be opportunities to be a part of it.
  • A timeline moving forward will be developed and communicated.
Questions & Thoughts?

Planning is bringing the future into the present so that you can do something about it now.

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