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## Self-Study Report: 13 AgLEC Departmental Action Plans, 1995-99

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# **AgLEC Departmental Action Plans, 1995-99**

## 1995-99 UNIT PROGRAM ACTION PLAN

Unit: AgLEC  
Action Plan No. 1  
Date: 9/1/95

- I. ACTION PLAN TITLE: Building Distance Education as an Academic Area
- II. ACTION STATEMENT: As recognized in the Nebraska Network 21 Vision statement, distance education will be an integral part of Nebraska's future educational framework. The Department of Agricultural Leadership, Education and Communication (AgLEC) seeks to (a) provide academic leadership in distance education theory and research and (b) use distance education methods to deliver instruction by collaborating with IANR units, statewide information networks, and other institutions.
- III. BACKGROUND INFORMATION: AgLEC's role in enhancing human resource development within Nebraska and beyond is unique in IANR, which has "distance education" among its three overarching objectives. Rapidly changing demographics and developments in information technology and communications, both on and off campus, converge to position AgLEC for a key role in distance education. Faculty in the department see this as an opportunity for broader leadership and service, as well as coordination with other departmental action plans.
- IV. OBJECTIVES:
  1. Assess specific needs for integrating distance education theory and methods into AgLEC by:
    - a. identifying target audiences and their educational needs
    - b. exploring how distance education can enhance AgLEC's undergraduate, graduate and outreach education
  2. Help faculty learn about distance education—its curriculum implications, methods, and research needs.
  3. Implement distance education in curriculum offerings by using courses (or other programs) developed at other sites, and developing and delivering appropriate courses, degree programs, seminars, and/or workshops for clients in cooperation with other institutions or learning centers, when appropriate.
  4. Establish an academic home for distance education in IANR to:
    - a. develop a curriculum that addresses student and faculty educational needs about distance education
    - b. conduct research on distance education processes and evaluation of distance education activities.
  5. Implement AgLEC distance education offerings in collaboration with Extension, CIT, ETV, A\*DEC, VAE, Continuing Studies, Electronically Serving Nebraskans, and NU production units.
- V. ANTICIPATED RESULT(S)/IMPACT(S):
  1. Establishment of an academic home in IANR for distance education and an AgLEC agenda for research and evaluation in distance education.
  2. Increased participation in AgLEC academic and outreach activities, resulting from clearer targeting of specific learners for distance education courses, degree programs, seminars, etc.
  3. Strengthened capacity of faculty and students in AgLEC to integrate distance education methods into educational offerings, through cooperative activities with CIT.
  4. Integration of distance education activities into AgLEC's curriculum.
  5. Initiation of research and evaluation projects that will expand the knowledge base for continuous improvement of distance education efforts.
- VI. ACTION PLAN LEADERSHIP: A standing committee on distance education has been established. Plans are for the new distance education faculty member to chair this committee. However, the current committee co-chairs will work with the committee and the department head in the interim to initiate action on the plan.
- VII. TIME SCHEDULE OF KEY EVENTS:
  1. Monthly in-service activities for AgLEC faculty will start October 1995.
  2. New faculty member will be hired by January or July 1996.
  3. Needs assessment will be implemented by the new faculty member (January or July 1996).
  4. Distance education course offering(s) in AgLEC will start in Spring or Fall 1996, depending on the hire date.
  5. Proposal for undergraduate, graduate, and outreach program delivery by distance education will be developed by Fall 1997 with specific educational activities and target dates listed through 1999.
- VIII. RESOURCES—COMMITTED, REDIRECTED: A new distance education faculty position is key to progress on this action plan. Existing staff and material resources within AgLEC, IANR, and collaborating units will be optimized as this program evolves.

**1995-99 UNIT PROGRAM ACTION PLAN  
IMPLICATIONS, CONSIDERATIONS**

Unit: AgLEC

Action Plan No. 1 (Building Distance Education...)

	INCLUSION			COMMENTS RELATED TO THIS ACTION PLAN
	YES	NO	NA	
<b>IANR OVERARCHING OBJECTIVES</b>				
* Student Programs: Recruitment/Retention/Placement	X			*Has the potential to greatly expand AgLEC's capacity to serve students in other departments and at distant locations.
* Distance Education	X			*Entire focus is on building distance education as an academic area within AgLEC and IANR.
* Program Balance	X			*Distance education is the ideal merger of academic programs with outreach, plus it offers a rich ground for research.
<b>IANR OPERATIONAL PRIORITIES</b>				
* Faculty and Staff Development	X			*In-service opportunities will be planned for AgLEC faculty.
* Diversity and Gender Equity	X			*Will provide the opportunity to serve a more diverse audience in both rural and urban areas.
* Enhance Communications and Communicating Program Impacts	X			*Provides the means to interact more directly with clients in the field, and to address their identified needs.
* Program Linkages	X			*Provides collaborative linkages with other departments and units as well as with other institutions and learning centers.
* Organizational Effectiveness	X			*Will increase IANR's ability to serve clients throughout Nebraska and beyond.
<b>OTHER CONSIDERATIONS/CONCERNS</b>				
* Policy Issues	X			*Graduate education policies will need to be examined as well as cost-sharing needs that will cut across units.
* Environmental Concerns/Impacts	X			*Will interact with other Action Plans that will focus on developing academic options in environmental communication and education.
* Societal Concerns/Impacts	X			*Provides education programs to those who are economically and socially disadvantaged and geographically isolated.
* Establish Partnerships	X			*Provides opportunities to establish partnerships with other units in UNL, as well as other institutions and learning centers.

**ADDITIONAL COMMENTS RELATED TO THIS ACTION PLAN:**

AgLEC faculty involved in distance education will collaborate closely with technical staff in IANR's Communication and Information Technology (CIT) unit to assure that academic and service missions are mutually reinforcing and supportive.

## 1995-1999 UNIT PROGRAM ACTION PLAN

Unit: AgLEC  
Action Plan No. 2  
Date: 9-1-95

- I. **ACTION PLAN TITLE:** Broadening Undergraduate Curriculum and Programs
- II. **ACTION STATEMENT:** AgLEC is proud of and seeks to strengthen its reputation as an outstanding teaching department with integrated undergraduate student programs in leadership, communication, and agricultural education.
- III. **BACKGROUND INFORMATION:** Students currently may pursue AgLEC majors in Agricultural Education and, in conjunction with the College of Journalism and Mass Communication, in Agricultural Journalism. Growing numbers of students are pursuing AgLEC's minor in Leadership and Education, which was approved in 1994. Department faculty have endorsed a major in Leadership in Agriculture and Natural Resources and a restructuring of the Ag Journalism major into a major in Agriculture and Natural Resources Communication. Horizontal curriculum integration across the three areas listed in the action statement above, along with concurrent commitment to vertically integrate the curriculum toward graduate-level offerings, will greatly enhance student and faculty opportunities.
- IV. **OBJECTIVES**
1. Obtain approval for and implement two majors endorsed by faculty (Leadership in Agriculture and Natural Resources; Agriculture and Natural Resources Communication).
  2. Evaluate and redesign individual undergraduate course offerings, based on:
    - assessment of student and employer needs
    - integration of leadership, education, communication/journalism, with appropriate faculty collaboration
    - relevance and currency of courses and course content and objectives
    - relationships between and among courses and potential for Integrated/Essential Studies designation
    - identification of courses appropriate for delivery via distance education.
  3. Explore the feasibility of creating a new major or minor in Environmental Communication and Education, or incorporating an environmental emphasis into proposed and existing majors and minors.
  4. Re-evaluate current collaborative linkages and pursue additional partnerships with other colleges, departments and units (e.g., Journalism and Mass Communication, Communication Studies, Natural Resources, Communication and Information Technology).
  5. Provide opportunities in undergraduate courses for students (and faculty) to learn and use new communication and educational technologies.
- V. **ANTICIPATED RESULT(S)/IMPACTS:**
1. Stronger perceptions by all client groups that AgLEC serves the needs of undergraduates, both on and off campus.
  2. Increased enrollment in AgLEC majors (5% per year).
  3. A broader foundation for development of AgLEC graduate courses and programs.
  4. Increased student and faculty expertise in use of communication and educational technologies.
  5. At least one AgLEC undergraduate course available to students at remote sites via distance education.
  6. At least two or more team-taught AgLEC courses.
- VI. **ACTION PLAN LEADERSHIP:** The departmental curriculum committee chair, working with the curriculum committee and the department head, will provide leadership in working toward objectives.
- VII. **TIME SCHEDULE OF KEY EVENTS:**
1. Approval of majors achieved by December 1996, with implementation during 1997-98 academic year.
  2. Feasibility study of environmental communication and education major/minor complete by March 1997.
  3. Course redesign complete by June 1997; one distance education offering available during 1997-98 academic year.
  4. Evaluation of collaborative linkages and use of communication and educational technologies in undergraduate courses ongoing throughout action plan period.
- VIII. **RESOURCES (COMMITTED AND REDIRECTED):** As faculty retire and relocate, AgLEC will reassess programming needs and opportunities along the lines suggested in this action plan. Such redirection of departmental priorities will depend on IANR approval of position requests. Some activities will be carried out by existing faculty, but new positions will be required to build capacity in new areas. In addition, support will be needed to purchase and upgrade equipment to incorporate educational technologies.

1995-99 UNIT PROGRAM ACTION PLAN  
 IMPLICATIONS, CONSIDERATIONS

Unit: AgLEC

Action Plan No. 2 (Broadening Undergraduate Curriculum...)

	INCLUSION			<u>COMMENTS RELATED TO THIS ACTION PLAN</u>
	YES	NO	NA	
<b><u>IANR OVERARCHING OBJECTIVES</u></b>				
* Student Programs: Recruitment/Retention/Placement	X			*Expanded offerings and availability of courses will attract a variety of traditional and non-traditional students both on and off campus.
* Distance Education	X			*Course delivery via distance education will provide a solid basis for distance education course offerings at the graduate level.
* Program Balance	X			*Closer integration of education, leadership, and communication, and collaboration with other units will lead to program balance.
<b><u>IANR OPERATIONAL PRIORITIES</u></b>				
* Faculty and Staff Development	X			*Curricular changes will encourage faculty development in the use of educational and communication technologies.
* Diversity and Gender Equity	X			*Curricular emphasis on environmental education and communication will attract students of both genders, from urban and rural backgrounds.
* Enhance Communications and Communicating Program Impacts	X			*Emphasis on communication will help students learn to communicate more effectively by using communication tools.
* Program Linkages	X			*Collaboration within and outside department creates strong program linkages, such as through distance education.
* Organizational Effectiveness	X			*Re-evaluation of curriculum will result in improved effectiveness and efficiency, by making creative use of faculty and resources.
<b><u>OTHER CONSIDERATIONS/CONCERNS</u></b>				
* Policy Issues	X			*Focus on collaboration should allow various disciplines to build on strengths and common goals, while maintaining autonomy.
* Environmental Concerns/Impacts	X			*Programs that address environmental issues will complement IANR efforts to exercise its responsibility to the environment.
* Societal Concerns/Impacts	X			*Focus on environmental communication and education, leadership development, communication competence, and teacher training reflect and respond to the needs of the Institute's constituents.
* Establish Partnerships	X			*The action plan objectives clearly promote partnerships with other departments, colleges, and units.

**ADDITIONAL COMMENTS RELATED TO THIS ACTION PLAN:**

Collaborative linkages will be pursued early in this process to strengthen plans, build support, and optimize the use of resources available in several existing units.

\* The defining action of the integrated department in the area of undergraduate curriculum and programs is the bold effort faculty have taken to design two new majors and to redesign and strengthen an existing major.

## 1995-99 UNIT PROGRAM ACTION PLAN

Unit: AgLEC  
Action Plan No. 3  
Date: 9-1-95

### I. ACTION PLAN TITLE: Strengthening Graduate Education

II. ACTION STATEMENT: The Department of Agricultural Leadership, Education, and Communication seeks to strengthen graduate education programs, making them more responsive to current and emerging needs of educators, communicators, community leaders, and non-traditional groups from the local to international levels.

III. BACKGROUND INFORMATION: Considerable progress has been made in recent years in developing a minor/emphasis area in college teaching and a proposal for a course in leadership development. The current M.S. in Agricultural Education program umbrella for existing options may no longer describe the department's broader mission. Program expansion in the areas of communication, leadership, extension, and distance education are worthy of concentrated effort at both the M.S. and Ph.D. levels.

### IV. OBJECTIVES:

1. Establish distance education as a graduate program area of emphasis.
2. Design the M.S. program for delivery via distance education.
3. Identify new clients and marketing strategies for the M.S. and potential Ph.D. programs.
4. Revise and develop courses to complement these minors/emphasis areas in the master's program:
  - a. communication
  - b. distance education
  - c. extension/outreach
  - d. leadership
  - e. teaching/learning
  - f. college teaching with Ph.D. minor
5. Initiate planning and development of an interdisciplinary Ph.D. program for IANR in environmental communication, distance education, and human resource development.

### V. ANTICIPATED RESULT(S)/IMPACT(S):

1. Graduate programs in the department will serve the needs of more diverse audiences, as evidenced by increased enrollment from Nebraska, other states, and other countries.
2. Graduate program will become aligned with AgLEC's broad mission.
3. Distance education will be part of the graduate program delivery system as well as providing options for graduate study.
4. New client bases will be identified and a marketing plan will be in place for the M.S. and new Ph.D. programs.
5. Courses needing revision will be revised and new courses will be developed to complement new option areas.
6. The new interdisciplinary Ph.D. programs will be in place.

VI. ACTION PLAN LEADERSHIP: The graduate committee chair, working with the graduate committee and the department head, will provide primary leadership for re-examining and developing broadened and strengthened graduate programs.

### VII. TIME SCHEDULE OF KEY EVENTS:

1. Design work on the distance education M.S. program should be done within one year of the hiring of a new faculty member in distance education, June 1997.
2. First graduate course will be delivered via distance education Fall 1996.
3. M.S. program marketing strategy will be in place Spring 1996.
4. Course revisions will be submitted Spring 1996, new course proposals by Fall 1996 and Spring 1997.
5. Ph.D. planning will begin Spring, 1996. Proposal will be submitted Spring 1997.

VIII. RESOURCES -- COMMITTED, REDIRECTED: The addition of the distance education faculty position is critical to the graduate program being able to serve its clients. Existing faculty resources will be realigned with evolving graduate programs and enhanced expertise through faculty development activities. All future tenure-line faculty hired in AgLEC will be expected to have a role in graduate education.

**1995-99 UNIT PROGRAM ACTION PLAN  
IMPLICATIONS, CONSIDERATIONS**

Unit: AgLEC

Action Plan No. 3 (Strengthening Graduate Education)

	INCLUSION			COMMENTS RELATED TO THIS ACTION PLAN
	YES	NO	NA	
<b>IANR OVERARCHING OBJECTIVES</b>				
* Student Programs: Recruitment/Retention/Placement	X			*Redefining the client base, broadening the M.S. and developing an interdisciplinary Ph.D. program will attract students.
* Distance Education	X			*Development of a graduate emphasis area and offering the masters program via distance education positions AgLEC as a leader in this area.
* Program Balance	X			*Addition of distance education and communication to the graduate program provides balance for both resident and non-resident students.
<b>IANR OPERATIONAL PRIORITIES</b>				
* Faculty and Staff Development	X			*Communication faculty will become involved in graduate programs. College teaching minor has wider development potential.
* Diversity and Gender Equity	X			*Offering the master's graduate program via distance education will impact audiences of a wide diversity.
* Enhance Communications and Communicating Program Impacts	X			*The communication and distance education emphasis areas in the M.S. and Ph.D. programs enhance capability here.
* Program Linkages	X			*Establishment of an interdisciplinary Ph.D. that cuts across IANR department lines, the M.S. minors and emphasis areas insure linkages.
* Organizational Effectiveness	X			*Efficiencies and effectiveness will be improved through distance education and comprehensive faculty participation in graduate education.
<b>OTHER CONSIDERATIONS/CONCERNS</b>				
* Policy Issues	X			*Interdisciplinary Ph.D. may encounter policy obstacles; teaching via distance education will require refocus of reward/workload issues.
* Environmental Concerns/Impacts	X			*The environmental communication emphasis area will have some impact.
* Societal Concerns/Impacts	X			*New delivery system of master's program will give citizens more open access to graduate education.
* Establish Partnerships	X			*Partnerships across departments will be enhanced as a result of new and expanding M.S. minors and the interdisciplinary Ph.D.

**ADDITIONAL COMMENTS RELATED TO THIS ACTION PLAN:**

AgLEC will forge strong collaborative linkages by virtue of graduate education expansion through distance education and initiation of an interdisciplinary Ph.D. program.



## 1995-99 UNIT PROGRAM ACTION PLAN

Unit: AgLEC  
Action Plan No. 4  
Date: 9-1-95

- I. **ACTION PLAN TITLE:** Expanding Research and Other Scholarly Activity
- II. **ACTION STATEMENT:** The faculty of the Department of Agricultural Leadership, Education and Communication seeks to match its reputation and tradition of excellence in teaching with a complementary level of achievement and recognition in research and scholarly activity. We seek to be outstanding creators, as well as disseminators, of knowledge.
- III. **BACKGROUND INFORMATION:** AgLEC faculty recognize the need for well-balanced, strong programs of teaching, research, and outreach; however, research efforts in the department lag behind the other areas and special effort is needed to strengthen this area. Currently, only two faculty members hold research appointments, at .25 FTE each, the lowest proportion of research appointments among IANR academic departments. Further, limited opportunity for some faculty to be engaged in graduate education and research appointments is a structural problem needing a remedy.
- IV. **OBJECTIVE(S):**
1. Establish a departmental research and scholarly activity committee consisting of both internal and external (to the department) members. The committee will be responsible for:
    - a. Identifying and establishing research priorities for the department, encouraging and helping faculty establish programs of research and scholarly activity, and helping faculty identify and execute research projects associated with other action plans and/or classroom research.
    - b. Promoting active faculty grantsmanship to identify and facilitate additional funding sources for research support.
    - c. Providing peer review for individual research proposals and projects.
  2. Sustain and strengthen the departmental peer review and scholarly activity process, which requires each faculty member, without regard to ARD appointment, to propose at least one scholarly activity during each academic year and to produce at least one item of scholarly output each year (peer reviewed publication, presentation, or proceedings, or other item approved by the Research and Scholarly Activity Committee).
  3. Facilitate team research and propose an AgLEC team project to the ARD. In addition, collaborate with other IANR social science units, such as the Department of Agricultural Economics, on shared research interests and initiatives.
  4. Develop and sustain active research programs resulting in scholarly contributions in: leadership development in agriculture and natural resources; distance education; agricultural education/literacy; and communication.
- V. **ANTICIPATED RESULT(S)/IMPACT(S):**
1. Stronger research proposals, projects, and publications, leading to higher quantity and quality of contributions to knowledge in our fields and an enhanced departmental reputation, attracting high quality graduate students and faculty.
  2. An average of at least one peer reviewed scholarly output per AgLEC faculty member each academic year.
  3. Increased number of AgLEC faculty with ARD research appointments.
- VI. **ACTION PLAN LEADERSHIP:** The research committee chair, working with the departmental research committee, social science colleagues in the IANR, and the department head, will provide primary leadership for helping faculty develop expanded and strengthened programs of research and other scholarly activity.
- VII. **TIME SCHEDULE OF KEY EVENTS:**
1. Research committee will be established by September 1995 and will meet regularly thereafter.
  2. Annual peer review/production process will be reactivated during fall semester 1995. Individual and team research agendas will be in place by the end of 1995-96 academic year.
  3. A team project will be proposed to the ARD during the 1996-97 academic year. A research collaboration link with AgEcon will be established during the 1995-96 academic year.
- VIII. **RESOURCES -- COMMITTED, REDIRECTED:** An increase in the number of faculty who hold ARD appointments is necessary to create a critical mass to integrate a viable research program into the department. Also, a .50 FTE support position and sufficient operating dollars, through IANR reallocation, will be needed to help all faculty meet minimum research requirements.

**1995-99 UNIT PROGRAM ACTION PLAN  
IMPLICATIONS, CONSIDERATIONS**

Unit: AgLEC

Action Plan No. 4 (Expanding Research...)

	INCLUSION			<u>COMMENTS RELATED TO THIS ACTION PLAN</u>
	YES	NO	NA	
<b><u>IANR OVERARCHING OBJECTIVES</u></b>				
* Student Programs: Recruitment/Retention/Placement	X			*Revitalized research and graduate program will attract and retain top quality students.
* Distance Education	X			*This developing field offers outstanding research opportunity. The new faculty member is expected to have an ARD appointment.
* Program Balance	X			*A strong research program is a necessary balancing element for the teaching and outreach programs of this relatively new department.
<b><u>IANR OPERATIONAL PRIORITIES</u></b>				
* Faculty and Staff Development	X			*An expanded research program will enhance faculty work and provide for professional growth and development.
* Diversity and Gender Equity	X			*These are logical research areas in terms of traditional definitions of diversity and the larger role of women in rural and urban audiences.
* Enhance Communications and Communicating Program Impacts	X			*A strong AgLEC research program would be of substantial benefit to the IANR in evaluating and enhancing communication with clientele.
* Program Linkages	X			*A broadened research program inevitably links an already highly diverse department with new partners and programs.
* Organizational Effectiveness	X			*The academic disciplines represented in the AgLEC department makes this a logical area for research.
<b><u>OTHER CONSIDERATIONS/CONCERNS</u></b>				
* Policy Issues	X			*We look forward to working with other social science researchers in the IANR and the ARD to strengthen policies and procedures
* Environmental Concerns/Impacts	X			*The AgLEC department is actively considering a program in environmental communication and education.
* Societal Concerns/Impacts	X			*The research of the AgLEC department must be relevant to significant social issues, making a positive difference.
* Establish Partnerships	X			*Current relationships with other departments (inside and outside of the IANR) can be strengthened around research projects

**ADDITIONAL COMMENTS RELATED TO THIS ACTION PLAN:**

This action plan will be tied in part to the action plan of the Department of Agricultural Economics concerning interdisciplinary social science research for sustainable agriculture and rural communities.

## 1995-99 UNIT PROGRAM ACTION PLAN

Unit: AgLEC  
Action Plan No. 5  
Date: 9/1/95

- I. ACTION PLAN TITLE: Expanding and Strengthening Outreach Service
- II. ACTION STATEMENT: The Department of Agricultural Leadership, Education and Communication seeks to expand and strengthen its commitment to broad-based public service through programs of Cooperative Extension, the Center for Leadership Development, academic programs, and other outreach initiatives.
- III. BACKGROUND INFORMATION: AgLEC faculty have been active in Extension and outreach efforts ever since the department was formed in July, 1992. However, previous action plans have not clearly described these efforts, nor the potential for a more encompassing public service role. AgLEC outreach is best known in the areas of leadership development and Ag-in-the-Classroom. Other strong potentials exist in areas such as youth development and environmental communication and education.
- IV. OBJECTIVE(S):
  1. Clearly articulate and link AgLEC outreach efforts to all of the department's programmatic themes, so they will be understood by the public at large as well as colleagues in IANR.
  2. Develop and implement outreach educational activities through distance education, such as the Leadership Certificate Program now being offered in distance education.
  3. Develop outreach activities in youth development and environmental communication.
  4. Revitalize the AgLEC Advisory Committee to provide input on needs and ways of delivering programs and linkage to external audiences.
  5. Provide increased opportunities and recognition for faculty participation in public service activities, such as offering a Faculty Outreach Award.
  6. Develop and implement an inservice training program for IANR faculty and staff on campus and across the state. Topics could include writing, leadership development and interpersonal communication, presentation skills, adult education and instructional media.
- V. ANTICIPATED RESULT(S)/IMPACT(S):
  1. Expanded service to larger and more diverse audiences.
  2. Expanded and strengthened linkages with Cooperative Extension and other partners.
  3. Greater visibility and reputation of the department and IANR.
  4. Outreach programs that provide a rich source of research material.
  5. Maintenance of faculty contact with "real-world" organizations and improved quality and credibility of their teaching.
  6. AgLEC educational offerings throughout the state and nation via distance education.
- VI. ACTION PLAN LEADERSHIP: The outreach committee will provide leadership for this action plan. It is expected that the new faculty member in distance education would serve on this committee.
- VII. TIME SCHEDULE OF KEY EVENTS:
  1. Outreach committee will begin regularly scheduled meetings in the fall of 1995.
  2. First meeting of the AgLEC Advisory Committee will be held in March 1996.
  3. AgLEC inservice training programs will be offered at April Update in 1996.
  4. A Faculty Outreach Award will be established and presented by the fall of 1997.
  5. The AgLEC program for Extension Affiliates will be revised by April 1996.
  6. Outreach programs in environmental communication will be developed and offered by 1998.
- VIII. RESOURCES--COMMITTED, REDIRECTED: Outreach is an expectation of faculty and staff with Cooperative Extension appointments, and because all AgLEC faculty have a responsibility to provide public service (outreach activities), the objectives of this plan can be achieved with existing faculty. Additional operating funds will be needed from Cooperative Extension to support the above efforts.

**1995-99 UNIT PROGRAM ACTION PLAN**  
**IMPLICATIONS, CONSIDERATIONS**

Unit: AgLEC

Action Plan No. 5 (Expanding...Outreach)

	INCLUSION			COMMENTS RELATED TO THIS ACTION PLAN
	YES	NO	NA	
<b>IANR OVERARCHING OBJECTIVES</b>				
* Student Programs: Recruitment/Retention/Placement	X			*Greater involvement with youth development professionals in 4-H and FFA will enhance IANR recruitment and retention.
* Distance Education	X			*Addition of faculty position in distance education will enhance outreach efforts.
* Program Balance	X			*Systematic broad-based outreach efforts will give balance to IANR objectives.
<b>IANR OPERATIONAL PRIORITIES</b>				
* Faculty and Staff Development	X			*Faculty and staff development will be enhanced both on and off campus.
* Diversity and Gender Equity	X			*Outreach efforts will include 1994 Land-Grant Institutions (Native Americans).
* Enhance Communications and Communicating Program Impacts	X			*The department will be much better understood by the public, enhancing IANR priorities.
* Program Linkages	X			*Program linkages with other IANR and UNL units will expand and more clients will be served.
* Organizational Effectiveness	X			*AgLEC's teaching and research expertise will be incorporated into outreach effort.
<b>OTHER CONSIDERATIONS/CONCERNS</b>				
* Policy Issues	X			*Coordination of distance education will require new operating policies and procedures.
* Environmental Concerns/Impacts	X			*The environmental concerns will be addressed as AgLEC develops environmental communication and education programs.
* Societal Concerns/Impacts	X			*We will address issues and concerns of clientele in all socio-economic settings in Nebraska.
* Establish Partnerships	X			*Distance education offers great potential for establishing partnerships within and outside IANR.

**ADDITIONAL COMMENTS RELATED TO THIS ACTION PLAN:**

Greatly expanded collaborative ties between AgLEC faculty/staff and other IANR and UNL units across all departmental action plans will build a larger and stronger network for priority outreach initiatives.