

Speaker Name	Start Time	End Time	Text
Jennifer Vit	00:00:14:22	00:00:35:16	2025 is going to be certainly a year of change for Iowa State University Extension and Outreach, and it will require all of us moving in the same direction. Dr. Henderson, has been on board for two years now. He came to Iowa State to serve as vice president for extension and outreach in April of 2023.
Jennifer Vit	00:00:35:18	00:00:58:09	He is a native of northeast Iowa. In fact, one of his first unofficial tasks as the director of extension was, the 2023 Extension Council Conference. He was able to join us that evening. So, Jason, with that, I will turn it over to you.
Dr. Jason Henderson	00:00:58:11	00:01:22:11	All right. Well, good evening everybody, and happy tax day. Hopefully everybody's got everything done. And so, I just want to just start off by saying thank you for all of your service working with the extension service to your state as an elected official. I just appreciate working with you. I'm excited about a lot of the opportunities that are happening in extension.
Dr. Jason Henderson	00:01:22:11	00:01:32:03	But we have some challenges that we're going to face with it. And so I want to start off with
Dr. Jason Henderson	00:01:32:05	00:01:57:21	what I'm going to talk about tonight. So first of all I want to talk about how we're working in a huge time of uncertainty. There's a lot of things moving. We're in the middle of budget season, both at the state level but also at the federal level. We have a lot of other things happening in terms of what's going on with extension activity. We have a lot of movement in what's happening in terms of the economy, opportunities that are needed, that are out there.
Dr. Jason Henderson	00:01:57:23	00:02:15:09	But it's this time of uncertainty where everybody's just kind of pausing and waiting and figuring out what's happening and the next moves going forward. And so I want to talk about this time of uncertainty and how we're working, and how we're moving forward in extension and how we can move forward with you.
Dr. Jason Henderson	00:02:15:11	00:02:36:18	So I want to start from a big picture perspective and just remind people that when we talk about changes in extension and shifts that we need to be making in times of uncertainty that we face, the biggest thing to start off with is our mission. And our vision remains true today as it ever did 100 years ago.
Dr. Jason Henderson	00:02:36:20	00:03:04:15	Our mission, and then here's our vision statement: "Iowa State University Extension and Outreach will advance land grant values by engaging all Iowans in solving today's problems and preparing for a thriving future." And I think this is the part of where when we talk about our mission, is that we're here to help people solve real world problems that they're experiencing today, and figuring out a way that they can thrive going forward.
Dr. Jason Henderson	00:03:04:17	00:03:27:03	And in general, we had our strategic plan, and we launched that out a couple of years ago that we're going to be a catalyst for change and growth in Iowa. And that's the role of extension. How do we help people make their lives better? Whether it's farmers that we're working with, whether it's families that we're working with, youth and 4-H we're working with in our communities, that they have an environment where the people can thrive.
Dr. Jason Henderson	00:03:27:05	00:03:52:11	Our role is to bring science and research and education and to help people solve problems that they experience in their daily life. And we're part of Iowa State University, where we bring science to practice. And how do we bring that science and how do we bring research to everyday Iowans? And I think our mission, no matter what happens going forward, will remain true.
Dr. Jason Henderson	00:03:52:13	00:04:14:07	And we will always start with and always focus on this mission as the first step of what we're going to do. And there are a lot of opportunities. So earlier we talked about some priority program initiatives. So I just want to bring a highlight of a couple of things that we're working on. So the first is a priority program initiative: Entrepreneurial and Innovative Ag and Food Systems.
Dr. Jason Henderson	00:04:14:09	00:04:40:13	And so we launched this with the start of really focusing on food business entrepreneurship and innovation. We've now hired an additional food safety person in our Farm Food and Enterprise Development group. Their role is to help entrepreneurs that want to think about starting a food business and how do they help them in terms of their processing and food safety as an entrepreneur?

Dr. Jason Henderson	00:04:40:15	00:05:00:19	Over the last year, the Enterprise Development Group has worked with over 100 businesses, helping them think about how do we turn Iowa from an ag state to a food state? And again, we're just reminding people that we're blessed in terms of our geography.
Dr. Jason Henderson	00:05:00:21	00:05:24:00	And while we might not have mountains, we're in the middle of Kansas City, Minneapolis, Chicago, Saint Louis, Milwaukee, and all those people need to eat. And so how do we feed them with Iowa products? That creates jobs and value-added activities on our main streets? The second thing that we're doing in this space, and we're expanding on this now, is our Digital Ag Innovation program.
Dr. Jason Henderson	00:05:24:02	00:05:45:04	For the last couple of years, we've been partnering with the Digital Ag Innovation Lab, where they've been taking the technology in agriculture, whether it's planters and combines and drones and bringing it to farms. It's moved into a priority program initiative because now the conversation is, how do you build the workforce pipeline? And the Digital Ag Innovation program is working with 4-H.
Dr. Jason Henderson	00:05:45:06	00:06:07:00	And how do we bring this technology to youth? And what does that look like going forward? And so they've been able to receive some funding from the Foundation to launch a program. And so we'll develop this going forward. And it's because now it's across multiple units, it's risen to this priority program initiative. And that's having some real impacts.
Dr. Jason Henderson	00:06:07:00	00:06:33:13	Their Planter U program is now expanded from public programs across the state to now premier programs where we're working directly with companies to helping them with adapting to different technology. The other thing that we're doing is we've made some investments, and the outputs of those will be happening over this next year. The Sustainable and Adaptable Natural and Built environments.
Dr. Jason Henderson	00:06:33:15	00:06:56:22	After last year's flooding, we've taken a hard look at our disaster response and recovery areas and what we can do in extension. And we're getting ready for this upcoming tornado season. And what does that look like? And we have a team that's working on that right now, thinking about it regionally with our heartland EDEN network as well.
Dr. Jason Henderson	00:06:56:24	00:07:16:02	And finally, in this space we've made investments in water quantity, not just water quality. Last year with the drought here in Iowa, we had two counties that basically ran out of water, and they had to import water for their rural water networks. And so how do we think about water quantity in the state of Iowa?
Dr. Jason Henderson	00:07:16:02	00:07:37:22	And typically we think about this as a Western states issue. But now it's come here. And so how do we think about quantity issues in addition to quality issues that we've had longstanding activity in here at Iowa State Extension. So these are a couple of things from our priority program initiatives. The other thing is that we have other programs that are emerging.
Dr. Jason Henderson	00:07:37:22	00:08:13:08	And I just want to highlight a couple, otherwise I'd be here for all night. But we have an urban agriculture program that was supported by catalyst funds. It has been working in various different counties across the state. They're getting ready to do some programming and are just excited about those opportunities that are emerging. Another huge program that's received another set of investments at the state is housing and our Rural Housing Readiness Assessment program. We've worked in over 60 communities so far the last couple of years.
Dr. Jason Henderson	00:08:13:10	00:08:37:17	And we've taken about \$350,000 and help communities launch more than \$100 million in housing investments. And so that's a real return on investment there. The other thing that we're doing is leveraging the NASA Iowa Space Grant program and 4-H STEM activities and building off of that, with a lot of different activities and expanding it. And this next step is that
Dr. Jason Henderson	00:08:37:19	00:09:08:03	we're going to be talking about a new partnership with Apple on where that goes in terms of 4-H STEM. And so there's just a lot of good, exciting opportunities that are emerging and some new partners that are emerging with us as well. And then lastly, I just want to talk real briefly about a couple of pilot programs that have been emerging over the last few months, focusing on state collaborations that we have in extension and a new one is digital security
Dr. Jason Henderson	00:09:08:03	00:09:33:19	and with our municipalities. One of the things that we think about is what's the vulnerabilities of security issues in municipalities. This is one area that the state is looking at and we're supporting them, because our programs are working with City Clerks and leveraging existing programs on how do we take the next step in helping all of our communities in other areas.

Dr. Jason Henderson	00:09:33:21	00:10:10:01	And finally, we've launched a pilot program with the Wellmark Foundation and Empower Rural Iowa with also the other Regents universities at the University of Iowa and the University of Northern Iowa, where we're focusing on community health and vitality of our communities. And so we have two pilots working right now. We're at the fourth stage of six, working in Manchester, Iowa, and Van Buren County in Keosauqua, Iowa and working with them for community health.
Dr. Jason Henderson	00:10:10:01	00:10:41:23	And what in terms of their communities would really help the health aspects of it in their communities. So while there's a lot of opportunities emerging and many more that we're excited about, we have a challenge. And the basic one when I came in two years ago, people were telling me this primary challenge is we don't have enough capacity to deliver on the promise of extension, and that over the past five years, we've had this shrinking and attrition of staff and faculty.
Dr. Jason Henderson	00:10:42:00	00:11:18:16	Currently we're down about 20 to 25% compared to five years ago, in both faculty on campus and staffing on campus and in counties, when it comes to extension. And so that's the challenge that we have. And so what do we need to overcome this? And fundamentally it's funding. If we want to support capacity, which is people, we need additional funding to pay for salaries and to pay for benefits and to be competitive in a highly tough labor market here in Iowa.
Dr. Jason Henderson	00:11:18:18	00:11:53:03	This is also intensifying. You know, last year, when the State of Iowa increased the minimum salaries for teachers to \$50,000. And so when we look at that, we have the funding challenge, when we look at what we also need to do in terms of today's environment, what needs to be different. Number one, our state and federal governments have been telling us for some time now with flat funding, that we need to less rely on government funding and taxes to support our mission.
Dr. Jason Henderson	00:11:53:05	00:12:15:17	Funding has not kept up with the inflation. And now today, what we've seen, especially at the federal level, are cuts directed at higher education. And so this is the risk that we have going forward. And I'll talk about that in more depth. But we have to have less reliance on government funding to support our mission.
Dr. Jason Henderson	00:12:15:19	00:12:36:03	And you've talked about that a little bit the other night with property taxes and they're limiting the growth in property taxes at the local level. And so what that means is we have to focus our programs that meet two criteria. Number one, we have to fulfill our mission. We will always start with mission
Dr. Jason Henderson	00:12:36:03	00:12:54:08	when it looks at programming. But the second thing too is we also have to generate revenue to fund our programs to the goal. And the funding has to go beyond government funding streams, taxes and government revenues. And so this is where it is. And so we need to have focus on programming. We've talked about this in many different dimensions.
Dr. Jason Henderson	00:12:54:10	00:13:18:00	You have a session tonight focusing on essentialism, which we've talked about in past area meetings last fall. And all of this is about getting down to the necessities and focusing and prioritizing of where it is. And it's also about us looking at our programs and evaluating our programs in extension and doing a little bit of pruning on those programs
Dr. Jason Henderson	00:13:18:02	00:13:44:17	that don't meet both mission and generating revenue and figuring out what we do going forward. Now, this has been a call since I first came in of talking about our revenue and talking about it in a different way. And I just want to say we've been having some great news and information here recently. I'm really thankful for all the staff and faculty who have responded.
Dr. Jason Henderson	00:13:44:19	00:14:11:02	So if you look at the chart on the left, this shows a pie chart, ISU Extension and Outreach revenue. And this is at the state level, because I get more up to date information at the state level. It doesn't include campus. But when you look at the state level, federal funding is about 17%, state funding is 40%, grants and contracts are about 25%, and fees and donations are at 17%.
Dr. Jason Henderson	00:14:11:04	00:14:32:06	And traditionally, when we think about revenue generation and going beyond government funding, we always thought about it in terms of grants, and that was the leading area with about a quarter of our funding coming from grants and contracts. 80% of those, though, are from federal grants. That's a huge risk in this environment.

Dr. Jason Henderson	00:14:32:08	00:15:00:03	And we're looking at it going forward. But over the last year, there's been a huge response. Faculty and staff have expanded grants by 11%. So huge growth. I'm just really proud of all the responses that have happened in terms of faculty and staff over the first eight months of this year in response to leading to increase revenue outside of our federal funding and state funding.
Dr. Jason Henderson	00:15:00:05	00:15:18:05	The part that we have to do is we have to shift revenue not only to just more reliance on grants and contracts, but we need to have more on fees and donations. We've had a good response again this year. In the first eight months, this revenue portion of it is up 12%. And this is good.
Dr. Jason Henderson	00:15:18:07	00:15:39:02	And our priorities going forward are going to be focused on mission and that revenue. And so we've taken a really good first step. I was able to get this information here recently because we've had some changes in our systems, financial systems through Workday that we're able to get better information now and better financial tools
Dr. Jason Henderson	00:15:39:04	00:16:13:11	today, than what we even had over a month ago at annual conference. And so we've had some just great response. I'm very proud of what the faculty and staff have done, and are showing in terms of this growth. And we need to keep doing this and moving forward and having more shifts in the future. Because we just can't be a one hit wonder in this space and continuing in this trajectory, and reducing our reliance on government funding and taxes.
Dr. Jason Henderson	00:16:13:13	00:16:38:13	So what's the update of where we're at? At the State of Iowa, our budget update, top line budgets are being released. We've had the governor's budget for a couple of months now, at about \$9.4 billion at the Senate level of the state budget, we're at \$9.43 billion. In there. We're waiting on the House budget to see where they're going to be at in terms of spending on the top line.
Dr. Jason Henderson	00:16:38:15	00:17:01:16	So if you just look at the governors and the state budget, they're going to be pretty close to some agreement there. At least on the top line budget. Then what we're waiting on is the subcommittee budgets. We're waiting on agriculture. We're waiting on education budgets coming out. The extension line item, the request was for \$1 million.
Dr. Jason Henderson	00:17:01:18	00:17:22:04	I think from an extension standpoint, the most likely scenario will be flat, but we just really don't know what's going to happen out of the State House over the last couple of weeks. We'll have to see what the budgets come and look like and want to see what subcommittee budgets look like going forward. The other thing, I know that you had a great session last week on property tax reform.
Dr. Jason Henderson	00:17:22:06	00:17:41:18	In general, my assessment is that we're going to be living in an environment where revenue is going to be less than inflation. And so we have to figure out a way to make up the difference, in order to cover our costs and then make up the difference - to think about growth in different areas and extension at the county level.
Dr. Jason Henderson	00:17:41:20	00:18:11:08	So this is a little bit of what's happening at the State of Iowa. And a real brief budget update, and we'll see what budget bill's coming up going forward. The other thing I wanted to talk about and spend more time on is the federal budget update. There's three different parts. And so I'm gonna walk through three of them, three different things that are happening at this point in time, individually.
Dr. Jason Henderson	00:18:11:10	00:18:42:13	So the first thing is we have the FY 25 budget. This is the budget that runs from October 24th through September of this year. So we're in the middle of this budget season. We are operating off of a continuing resolution at the federal level that carries us through September. Hopefully we get some budget finalized by that time.
Dr. Jason Henderson	00:18:42:15	00:19:16:24	Again, what we're expecting or most likely outcome will be a flat budget at \$10.2 million for Iowa State University Extension. That's what we're expecting. But we'll kind of have to wait and see how these budget conversations happen at the federal level of where it looks like on that aspect of it. The more interesting part for us is FY 26. This is the budget that runs from October 2025 through September 2026.
Dr. Jason Henderson	00:19:17:01	00:19:48:19	What we are hearing from our lobbyist and other higher education organizations out there is that we need to expect a "skinny budget" from the federal budget. What does a skinny budget mean? Is that a little bit of weight loss that I need to do myself, or is this going to be a starvation budget that we're looking at going forward?

Dr. Jason Henderson	00:19:48:19	00:20:10:00	And so there's a lot of uncertainty on what this one looks like. Everybody's trying to guess what it looks like. And so the expectations and various projections are all over the place. My eight ball's a little cracked and a little cloudy. So I don't really have an idea what this is going to be looking like.
Dr. Jason Henderson	00:20:10:02	00:20:38:18	I've been out to DC a couple of different times to talk to Hill staffers, elected officials. I'll be going back out in June, to have some conversations as well. Just to give a point of reference during, I'll call it Trump I administration, there were proposals to 4 to 5% cuts to what would be the extension line item in terms of the Smith Lever budget.
Dr. Jason Henderson	00:20:38:20	00:21:03:08	For the federal budget. So there's probably a realistic prospect that the cuts could be steeper. So we'll have to wait and see. We are waiting on the president's budget. We've been told that we should receive it in late April, in early May to give us an idea. But we just really don't know the timeframe.
Dr. Jason Henderson	00:21:03:08	00:21:23:09	And so we're just living in this land of uncertainty, and planning for various different scenarios of what could happen from the federal budget standpoint. And so we'll know more as time goes on. And we'll see if they can get some budgets passed for the current year that we're in the middle of.
Dr. Jason Henderson	00:21:23:11	00:21:49:22	And then what does the next year look like? The other thing that's emerging is federal grants. Pauses and holds are still emerging. We had two grants yesterday that were paused. And then we had another grant early last week that was removed from the pause status and so they could go ahead and spend.
Dr. Jason Henderson	00:21:49:22	00:22:24:17	So there's just a lot of moving situations that are happening in there. The biggest thing for land grant universities, universities in general, and for extension here at Iowa State is the facilities and administrative costs. Those are expected to decline. To give you just some background of what's happening, the facilities and administrative cost, that is what's used to pay for the lights
Dr. Jason Henderson	00:22:24:19	00:23:01:24	and for space on campus. And those are negotiated rates between universities and the federal government. Sometimes they tend to be quite high. Around 50% - or could be higher. Right now, you've had the percentages starting to move down for some government agencies. So for example, last week, the Department of Energy has reduced the F&A cost to 15% for grants.
Dr. Jason Henderson	00:23:02:01	00:23:32:12	And that just means that the cost of paying for the lights and facilities are going to have to come from different sources. And so if that would happen going forward on our grants - and in extension, most of ours are U.S. Department of Agriculture - we're going to have to find additional revenue or move revenue sources around in order to pay for facilities costs that we all have of operating in buildings.
Dr. Jason Henderson	00:23:32:14	00:23:58:14	So we expect that to happen in the future. And so that's just something that we're going to have to deal with and absorb in extension going forward from the federal government perspective. And this is usually, in terms of the F&A grants and contracts, we bring in about \$17 million. So it's going to be a sizable number that we're going to have to absorb.
Dr. Jason Henderson	00:23:58:16	00:24:22:13	So now moving forward, I've given you some highlights of what's happening on campus, but I want to give you some highlights about how do we need to work together better going forward between campus and counties, and how do we take some of our next steps. So the first thing we've been asking staff to do has been to understand the true cost.
Dr. Jason Henderson	00:24:22:15	00:24:47:22	And once we get to understanding the true cost, then starting to move in, what's the revenue potential for programs? It's hard to price programs or understand how to pay for them if you don't understand the true cost. And what do we mean by true cost? A lot of times we know the direct cost, facilities rentals, we know what it costs for food.
Dr. Jason Henderson	00:24:47:24	00:25:12:23	We understand some of the other things that happen in there. But we don't incorporate the salaries of staff. We don't incorporate the development costs of programs. So we need to understand the true costs. The other part of it, underneath this is asking people to stop saying our programs are free because they're not free.

Dr. Jason Henderson	00:25:13:00	00:25:45:02	There is a cost associated with it. Whether that's borne by Iowa State University, it's federal and state funding, but more importantly, counties. It's county extension councils. You're bearing the cost of a lot of different programs. And if people don't understand where our funding comes from, part of that responsibility is on us for not telling them. Their programs are not free, but our programs are really sponsored by the county extension councils.
Dr. Jason Henderson	00:25:45:04	00:26:14:16	This is your taxpayer dollars at work providing education that's making life better throughout the state of Iowa and in our counties. And if you don't tell them, people are not going to know. So we need to think about that. And how do we share what you're doing with taxpayer dollars? And each and every program that you helped put on because it's having huge impacts.
Dr. Jason Henderson	00:26:14:18	00:26:34:22	The second thing is that we need to collect impact data better. We're doing some of that, we're doing more of it. And faculty and staff are responding, just over the last couple of months, getting more reports in there about the impact collection that's happening in extension, whether it's knowledge gain or behavioral change and conditions change.
Dr. Jason Henderson	00:26:34:24	00:27:00:20	And some people say, well, what do you mean? And so just an example of how many people learned a new technology? That's knowledge gain. How many people actually use the new technology? That's behavioral change. What changed your behavior? And conditions change. When people use the new technology, how much did they save by using that technology? And that's what we mean by knowledge gain, behavioral change and conditions change.
Dr. Jason Henderson	00:27:00:22	00:27:31:19	What did people learn? How did they change their behavior and do something different? And then what was the final impact? Did we reduce cost? Did we improve water quality? Did we provide access to childcare? Do we have new housing developments? All of these things - what was the impact within our communities? And those are the things that we want to do.
Dr. Jason Henderson	00:27:31:21	00:27:54:11	And the third thing I just want to reemphasize, and you'll be hearing about it more over the next month, is we need to clarify our roles and responsibilities in 4-H. What we've been needing to do in 4-H over the last year is we've gone through and taken a hard look at 4-H at the state level; we've had to do some restructuring.
Dr. Jason Henderson	00:27:54:11	00:28:31:16	So we're restructuring our YPS positions. And because of that, we're restructuring what they're going to be doing. And we're asking them to deliver more programming, to spend more than half their time delivering programs and partnering and collaborating in direct delivery of programs with our counties, whether that's in counties, regional initiatives, statewide programming, all of these different things and thinking about how do we support more direct delivery in 4-H to double our numbers in 4-H, which is our goal. So that our youth are beyond ready
Dr. Jason Henderson	00:28:31:18	00:29:00:09	to seize the opportunities to tackle the challenges that they're going to face in the future. And part of that comes through when you start changing jobs and job responsibilities, then you need to clarify roles and responsibilities across 4-H, from counties to campus. And that process is underway. And that will be happening and emerging over the next month or so as we get ready for our summer programming season.
Dr. Jason Henderson	00:29:00:11	00:29:28:13	So I'm going to close here because I want to leave some opportunities and time for questions from you. But I want to just summarize in four different things. Number one, we are committed to our mission and vision, and that will not change, even though we have to evaluate and think about our programs. And we might have to prune programs so that we can grow others and build for the future.
Dr. Jason Henderson	00:29:28:15	00:29:39:03	In extension, we are going to be a catalyst for change and growth by solving problems for Iowans.
Dr. Jason Henderson	00:29:39:05	00:30:10:13	Whether that's in Ag & Natural Resources, Health and Human Sciences, Community and Economic Development, or 4-H Youth Development. We are going to be a catalyst for growth and change and focus on the real world issues that Iowans face each and every day. We have many opportunities that are available. We have more opportunities than we have capacity for, and as a result, we're going to need to focus.
Dr. Jason Henderson	00:30:10:15	00:30:29:04	We're going to need to focus our programming on those that deliver the most impact and those that we can support with revenue that goes beyond government funding, because our funding model simply needs to be less dependent on the government, whether it's federal, state or local.

Dr. Jason Henderson	00:30:29:06	00:30:54:00	And our next steps over the next couple of months is we need to understand our programming costs and our revenue opportunities that are out there. We need to think about generating our own revenue, in terms of fees, but also look at it in terms of donor dollars. We need to collect and share our impacts so that we understand what the knowledge gain, the behavioral change and the conditions change are in Iowa because of what we do in extension.
Dr. Jason Henderson	00:30:54:02	00:31:27:10	And we need to focus on county and campus collaborations in 4-H and how we continue to build a next generation that's beyond ready. And so with that, I'm going to end and stop. But I also want to say, information, just getting more information, becoming more data dependent - I've just been really proud of the faculty and staff on campus and in counties that have responded.
Dr. Jason Henderson	00:31:27:12	00:31:49:18	We're seeing this as the first steps of this shift of what we need to do in terms of funding our mission. And it's typical in extension. When we face challenges, people in extension stand up.
Dr. Jason Henderson	00:31:49:20	00:32:18:20	In true Iowa State spirit, they always respond with "we will" when called upon to face challenges. Extension people stand up. And so to the staff and faculty that are on board here tonight, I want to say thank you, but I also want to say thank you to the county council members for all that you're doing. The collaboration and partnership to allow this to happen, to build extension in a new way, from a different funding model.
Dr. Jason Henderson	00:32:19:01	00:32:36:18	But to make sure that we always hold true to our mission here in Iowa. So I'm going to stop and open it up to questions, comments.
Dr. Jason Henderson	00:32:36:20	00:32:52:24	And if I miss a question, Jennifer, please go ahead and feel free if I miss a question in chat or if you see somebody raise a hand or anything like that.
Roger Helmricks	00:32:52:24	00:32:54:15	Jennifer, do you see Paul's comment or question in there, Jennifer?
Jennifer Vit	00:32:57:06	00:33:00:23	Yeah, Jason I think maybe you see that you. Do you want to address it?
Dr. Jason Henderson	00:33:00:23	00:33:28:00	I see that one. Perfect. It's Paul's. How do you see the update to the MOU between counties and Iowa State Extension proceeding? I don't see- I'll respond and talk out of turn. And so then Andrea Welchans can correct me if I say something wrong out there. But I'll go through and say, I don't think it's going to change the timing of what we're going to do in terms of the MOU agreements of doing different things.
Dr. Jason Henderson	00:33:28:02	00:33:48:21	I think fundamentally it'll be the same pictures in there of doing different aspects of it. So I just think it's going to be updating of what does it mean for the next three years on that part of it. And just looking forward to the conversations in there. I do not envision any major wholesale shifts or changes to the MOU.
Dr. Jason Henderson	00:33:48:22	00:33:52:09	So, Andrea, you can correct me if I'm wrong in that assessment.
Andrea Welchans	00:33:52:11	00:34:13:01	Yeah, we're in a virtual setting, so I can't kick Jason under a table, apparently, is what he's trying to say - I wouldn't do that. Actually, I think this is a great question, and I hope that many of the rest of you are thinking about how we collaborate together on writing an MOU every three years, but every time we have to go through this process.
Andrea Welchans	00:34:13:07	00:34:34:16	Jennifer Vit, myself, our vice president, we sit down and we think about how can we help with getting people to help nominate individuals that could represent you both geographically, by what model you are represented by, and certainly other external environments. And this one might also be thinking about some of our financial conditions.
Andrea Welchans	00:34:34:18	00:34:55:04	Your input will help us understand what would be reasonable for an MOU. And I think that because we don't know what year two or what year three looks like right now, we're waiting for budgets to come in in about a month. For all of us, both for federal news, state news and county news.

Andrea Welchans	00:34:55:06	00:35:17:07	But we should have that information when we do the MOU collaboration. But what does year 2 or 3 look like? And so what can we write in there for language. And we'll have to put that language in together. And I don't know what it will look like. You heard Jason just say we're not looking at a restructure, but that doesn't mean that we wouldn't look for some mutual flexibility
Andrea Welchans	00:35:17:09	00:35:34:10	should that need to be written in there. So, I hope that people contribute to that process, both as committee members and for public comment period, to help make sure that the MOU is representative of what you think we need as an organization.
Dr. Jason Henderson	00:35:34:12	00:35:56:19	So another question in there from Pat talked about being more self-funded in terms of extension. Is this going to be biased toward urban areas? I think one thing is people could say this could be a bias because our urban areas are areas in Iowa that are growing on those aspects of it.
Dr. Jason Henderson	00:35:56:21	00:36:17:04	And this is where I think we need to think about it in terms of the collaboration and partnership of how do we think regionally and regional collaborations that are out there, and how do we help support those rural communities with programming that might have a struggle to challenge with some of the self-funded parts of that, or doing different things, but how do we partner and collaborate more?
Dr. Jason Henderson	00:36:17:06	00:36:32:07	And how do we build stronger collaborations with the state in those rural communities? And so really focusing on what's the programming that they want, need, and how do they work on that. So yes, there could be some challenges. I think we've talked about it before - the have or have not counties in terms of funding.
Dr. Jason Henderson	00:36:32:09	00:36:48:22	But we're here to serve all and so how do we go about doing that. And I think that's what we're going to address and be intentional about in regional collaborations.
Dr. Jason Henderson	00:36:48:24	00:37:27:06	Right. So another question in there was, cost reductions for other businesses was to move employees remotely, no longer maintaining an office. As we consider being able to serve and the potential of leaner times, perhaps this could be explored for the time being. This is one thing I think a lot of companies and the university is taking some time looking at about what remote work looks like of doing different things, and I think for us, in terms of what does it mean?
Dr. Jason Henderson	00:37:27:08	00:37:57:05	I know that you in the counties have explored office hours over the last couple of years, and reduced some office hours and timing of doing those different aspects of it. My view also has been is if you're doing extension work, you're usually in the community not sitting in an office as well, when you're out amongst different people. And as I've said many different times, when I'm working remotely, that's probably when I'm sitting in my office in Beardshear, and not out there on campus.
Dr. Jason Henderson	00:37:57:05	00:38:15:21	So I think it's something that we're going to have to explore is what does our working relationship look like? What do remote work policies look like? And all those different things. And I'm thinking about what's the most effective way to deliver programming, reaching our stakeholders, whether it's virtually as well or in-person, but just in a different way.
Dr. Jason Henderson	00:38:15:23	00:38:20:24	And how do we think about our offices?
Jennifer Vit	00:38:21:01	00:38:32:11	Jason, there was one other question, Andrea, add in a written comment, but the question is talking about extension being able to accept corporate donations.
Dr. Jason Henderson	00:38:32:13	00:38:36:17	Oh, yeah.
Dr. Jason Henderson	00:38:36:19	00:39:02:09	Yes. I missed that one. Sorry about that. Thanks for catching that one, Jennifer. Yeah, we can accept some corporate donations. The reality is we do already. How many times do you go to an event where the lunch is sponsored? So I think we're going to be doing that, really looking at that.
Dr. Jason Henderson	00:39:02:11	00:39:28:20	I view it as also going to think about some public-private partnerships that are out there and how do we work together not only with the corporations but nonprofits. And so a lot of times, some of the larger corporations, such as, you know, the ag machinery companies, they have foundations with them. So one of our collaborations right now in Community Health is with the Wellmark Foundation.

Dr. Jason Henderson	00:39:28:22	00:39:53:22	So it's not with the insurance company directly, but it's with their foundation and working with them and doing a public-private partnership, working with communities to work with on the health space. So, yes. Short answer - we'll be working with corporations in there. We just have to be sensitive that we're working with them on the public good aspect of it, not doing so much that it comes across as we're pitching their products.
Dr. Jason Henderson	00:39:53:24	00:40:15:05	Are we planning, like, as you plan for different budget scenarios, what are the major differences between our plans? So when you do planning scenarios, call them desktop exercises, and you get a wide variety and you got to start from what happens if we got growth right to a flat budget to, okay, what happens if you get a 10 to 20% cut, right.
Dr. Jason Henderson	00:40:15:05	00:40:47:22	If you're at the 10% cut, what does that mean? And a lot of these are just scenarios. The outcome for me on these parts of it is just how we think about different situations and how we think about our organization. I'm an ag finance person by background - an economist. For me is just good risk management practices for business, looking at various different scenarios of what could happen, especially in times of uncertainty.
Dr. Jason Henderson	00:40:47:24	00:41:08:04	When I worked at the Federal Reserve Bank, we did these 2 to 3 times a year. Those are really good. And it's not so much the outcome you're looking for, but how you're thinking about it so that you can just be, if the situation happens, that you have at least something that you're able to do.
Dr. Jason Henderson	00:41:08:06	00:41:32:02	Do you have information on county staff turnover? At the level, staffing continually helps in growing programs. Where we're at in turnover is that it hasn't, from my perspective, it hasn't changed too much. It will fluctuate over time. I think it's probably slowed a little bit with some of the uncertainty maybe in the last month in terms of the economy in that aspect of it.
Dr. Jason Henderson	00:41:32:02	00:42:02:18	But then just when I say that, as I was thinking about it, we've also then had a couple of ag companies go poach a couple of our staff with bigger salaries and cars for travel and stuff. So I think we haven't had turnover change the rates a lot. And so we need to focus on how we remain competitive on the salary fronts in extension as well.
Roger Helmricks	00:42:02:20	00:42:16:19	Jason, this is Roger. I think we're run up against the clock here, Jason. I mean, as always the longer you go, the more great questions we get. But we appreciate your time this evening and sharing all this information with us.