

Florida Extension Organizational Transition

FAQ – Leadership & Organizational Changes

This document addresses additional questions that may arise regarding the transition from the district leadership model to a statewide programmatic leadership structure.

1. Is this change being made to reduce costs?

No. This change is not primarily driven by cost reduction. However, we do expect that aligning our structure more effectively will position Extension for **greater opportunities in revenue enhancement and resource optimization** moving forward.

The primary goal is to improve **organizational effectiveness, program alignment, and long-term sustainability**, ensuring we are well-positioned to support Extension programming across Florida.

2. Why remove the district structure now?

The district model has served Florida Extension well over many years, and we recognize the important contributions of those who have served in these roles.

However, both **internal and external reviews over time have identified consistent challenges** within the model. The District Extension Director role requires oversight across a very broad range of responsibilities, and it has become increasingly difficult for a single position to effectively support all of those areas at the level needed.

Additionally, the **geographic nature of districts has, at times, limited coordination across the state**, creating silos that can impact collaboration and consistency in programming.

3. Why is it important to make this change now?

We are operating in a **rapidly changing environment**, and it is critical that Florida Extension is positioned to respond effectively to future challenges and opportunities.

Making these changes now allows us to:

- **Align** our structure with current and future expectations
- **Strengthen** our ability to demonstrate impact statewide
- **Improve** responsiveness to stakeholder and legislative priorities
- **Position** Extension for long-term sustainability

This is about being **proactive rather than reactive**, ensuring we are prepared for what lies ahead.

4. Who will support County Directors and county operations?

Supporting county leadership remains a **top priority** for Florida Extension.

To strengthen this support, we are launching the **Director of County Logistics** position. This role will focus on:

- **Supporting** county operations and partnerships
- **Strengthening** communication between counties and state leadership
- **Improving** consistency in operational processes
- **Ensuring** counties receive the support they need to succeed

This transition is designed to **enhance support for counties**, not reduce it.

5. Will counties lose influence in Extension decisions?

No. Counties remain **central to the success of Florida Extension**, and their influence is not being diminished.

In fact, this transition is intended to create a structure that allows **county programming to be more responsive and impactful**, while also ensuring that we can clearly demonstrate statewide outcomes.

By aligning leadership with initiatives, we can better support counties while maintaining the flexibility needed to meet **local stakeholder needs**.

6. Who will supervise County Directors under the new model?

Details regarding reporting relationships will be shared more fully at the **Extension Summit**.

What is important to understand is that the new structure is being designed to provide:

- **Clearer roles and responsibilities**
- Stronger alignment between state and county efforts
- Improved coordination and communication

7. Will this change affect faculty positions or employment?

No faculty positions are being eliminated as part of this transition.

These changes are focused on **leadership structure**, not faculty roles. Faculty will continue delivering programming at the county and statewide levels.

The intent is to **better support faculty work**, reduce barriers, and improve coordination across program areas.

8. Will this affect promotion, tenure, or permanent status?

No changes are being made to **promotion, tenure, or permanent status policies**.

We are working closely with the **Provost's Office and IFAS HR** to ensure faculty remain supported throughout this transition.

9. How will this affect program evaluation and reporting?

This transition is closely tied to improving our ability to meet **statewide reporting expectations**, alongside the implementation of **PEARS**.

By aligning leadership with initiatives, we will be better positioned to:

- Coordinate evaluation efforts
- Align reporting across program areas
- Aggregate statewide impacts
- Clearly demonstrate Extension's value

This strengthens our ability to tell a **unified, data-driven story of impact**.

10. What should faculty be doing right now?

Faculty are encouraged to:

- Stay engaged in **Initiative Team conversations**
- Submit questions through the **question form [UF/IFAS Extension Organizational Changes – Fill out form](#)**
- Register for and attend the **Extension Summit**



»»» Your engagement is critical as we continue building the future of Florida Extension.