

# Extension Huddle



December 11, 2025

# Today's Huddle Talk

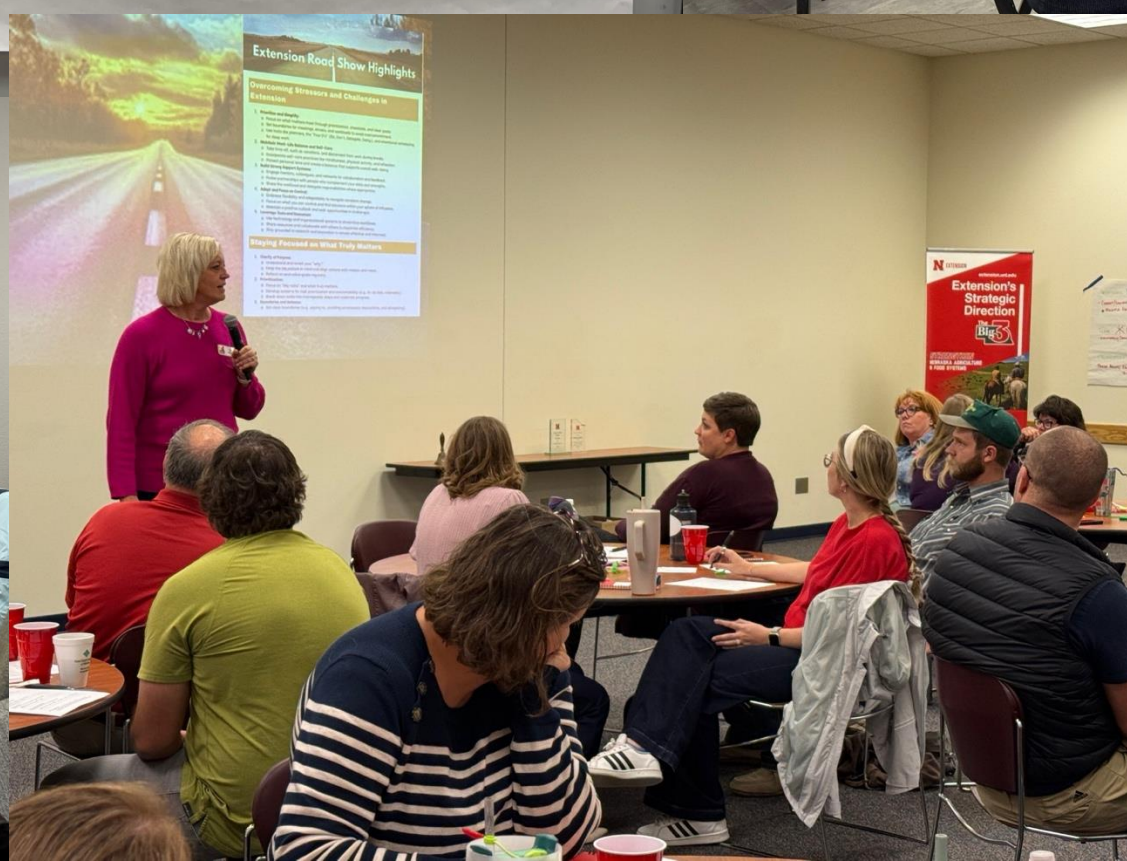
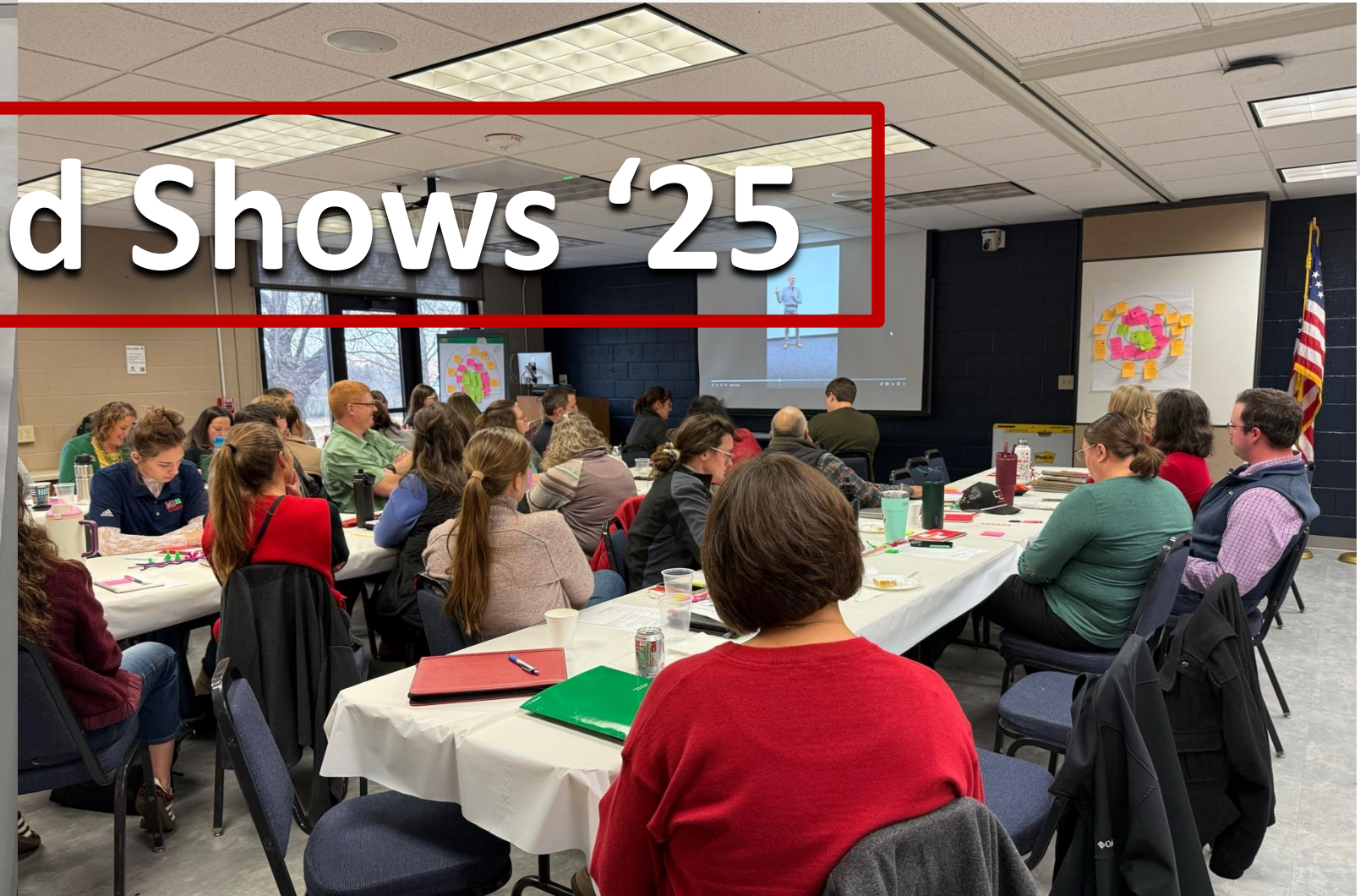
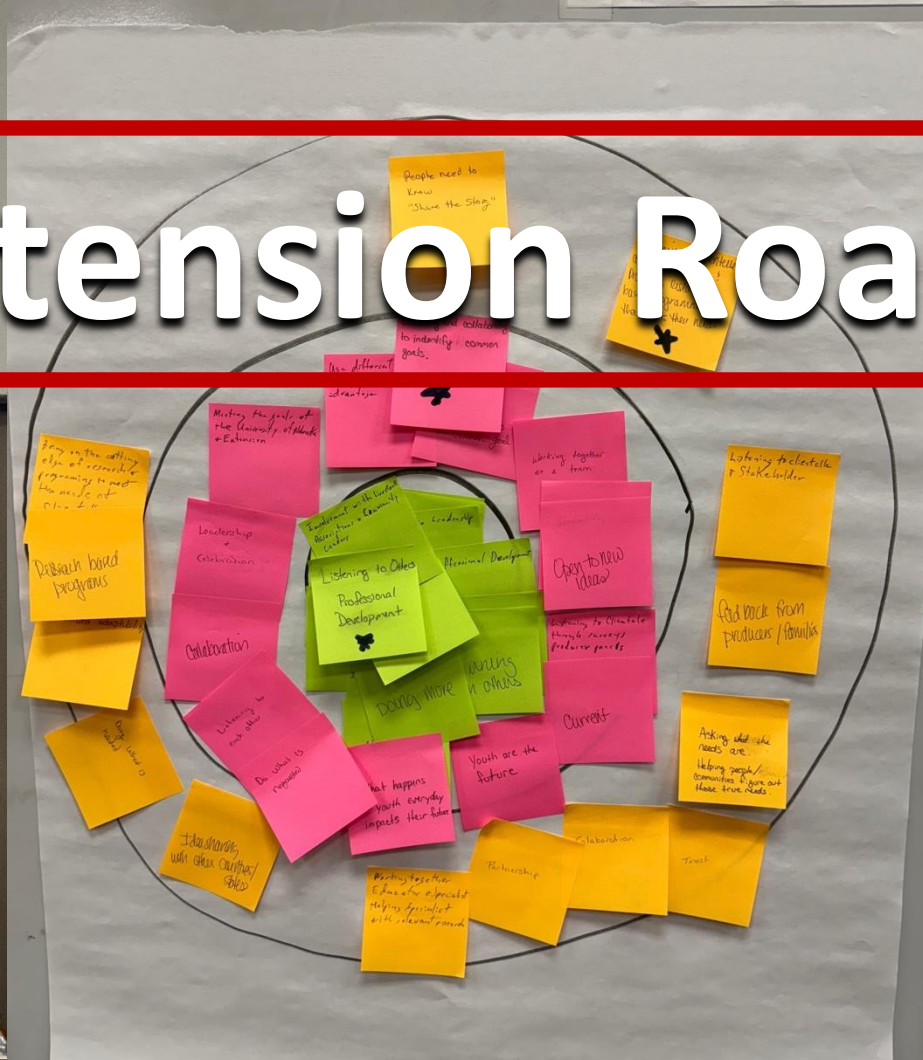
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- **Thank you for the great Road Shows!**
- **ALEC Extension Courses**
- **Extension Positions in Search**
- **Annual Reporting Guidance**
- **Extension Budget and Salary Savings Distribution**
- **NACEB Legislative Day**
- **Extension's Partnership with UNMC**
- **NE Extension Disaster Education Network**
- **ONIT Update**
- **Civil Rights Training Sequel**
- **Holiday Wishes**





# Extension Road Shows '25







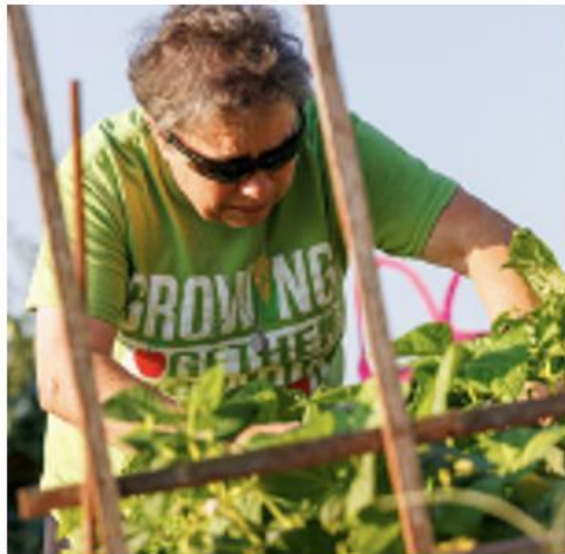
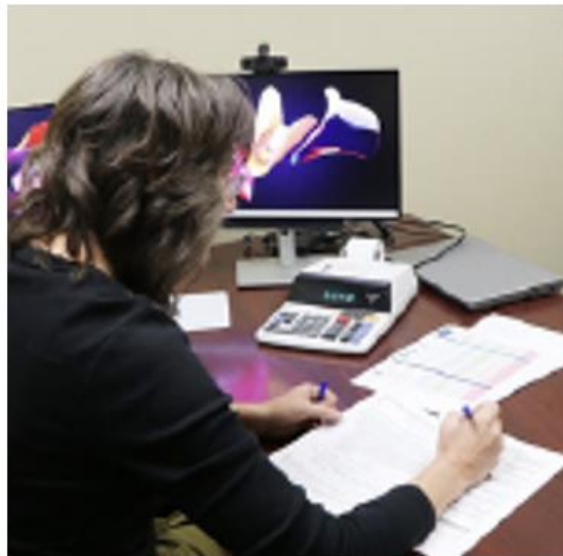
# ALEC Extension Courses



# Master of Science in Leadership Education

## Specializing in Teaching and Extension Education

- Built for Extension
- Rolling Admission
- 30 Credit Hours
- Fully Online
- Extension-Focused Core Courses
- Elective Course Selection
- Relevant Research and Project Coursework



# **ALEC 897/391-Special Topics**

**Foundations of Cooperative Extension**

**3 Credit Hour**

**Location: Online Asynchronous**

- Scope and Breadth of Extension
- Structure of Extension
- Changing Needs of Local Communities and Extension
- Program Areas
- Program Development
- The teaching and Learning process





# Extension Positions in the Search Process

*SPIT*





# Extension Positions in the Search Process

## Extension Educator/Instructor

- 4-H Educator/Instructor – Brown County
- 4-H Educator/Instructor – Scotts Bluff County
- 4-H Educator/Instructor – Dawes County
- 4-H Educator/Instructor – Keith County
- 4-H Educator/Instructor – Cheyenne County
- HWB Educator/Instructor – Hamilton County
- Livestock Educator/Instructor – Brown County
- WCS Educator/Instructor – Platte County
- EC Educator/Instructor – Dawson County
- WCS PAL - .30 FTE of Current Faculty Position



# Extension Positions in the Search Process

## Extension Assistant

- 4-H Extension Assistant – Seward County
- 4-H Extension Assistant – Colfax County
- NEP Extension Assistant – Hall County





# Annual Reporting Guidance

**SPIT**



# Annual Reporting Due Dates

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- **December 31**
  - **PEARS Program Activities Entered (2025)**
- **January 15**
  - **PEARS Individual Action Plan Report(s) - 2025**  
**PEARS Individual Action Plan(s) - 2026**
  - **IANR Impacts Reporting Package**
    - IANR Report
    - IANR Summary of Accomplishments
    - IANR Other Contributions
    - CV/Resume



**BOTH**



## **PEARs**

- **#1 Program activities (12/31/25)**
- **#2 Individual action plan reports (2025)**
- **#3 Individual action plans (2026)**

## **IANR Impacts**

- **#4 Impact report**
- **#5 Goals and accomplishments**
- **#6 Other contributions**
- **#7 CV/resume**



**EXTENSION**



# Training Dates

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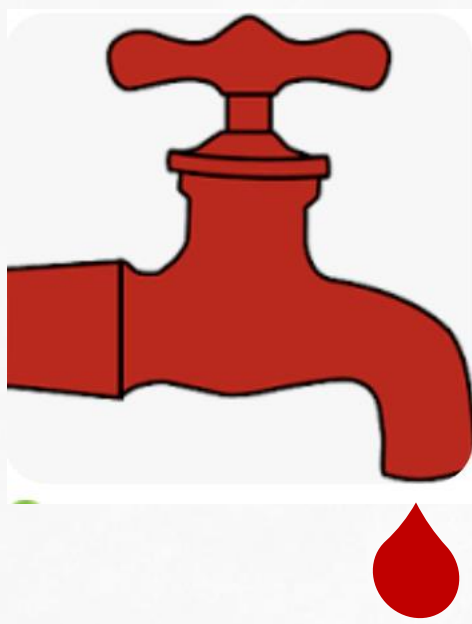
- **Extension Annual Reporting Training Webinars**
  - December 10 – 1:00 to 2:00 p.m. (CT)
  - **December 12 – 10:00 to 11:00 a.m. (CT)**
- **PEARS PD and Open Office Hours**
  - October 16 – 11:00 to 11:45 a.m. – Program activities
  - November 18 – 11:00 to 11:45 a.m. Direct contacts
  - **December 18 – 11:00 to 11:45 a.m. – Individual Action Plans**





# Extension Budget and Salary Savings Distribution





# Extension Budget Deficit

**State Extension  
Funding**



Currently have a \$650,000 structural budget deficit associated with ongoing and the most recent UNL Budget Reduction.

## Mitigation Strategies:

1. Adjust salary savings distribution for EZs 1-11 and State 4-H Office.
2. Increase the number of positions funded directly by external partners.
3. Reduce the number of Extension positions.

# New Salary Savings Allocation

**Currently**

**New awards effective  
January 1, 2026**

**State Extension  
Budget  
50%**

**Individual  
50%**

**State Extension  
Budget  
60%**

**Program Area Pool  
10%**

**Individual  
30%**







# Salary Savings - Example

- Salary savings are hard (UNL) state dollars
  - \$50,000 salary
  - 20% of salary funded by grant
  - Generates \$10,000 in salary savings (threshold is \$2,000)
  - Faculty member receives **30%** of \$10,000 (\$3,000)
    - Available for faculty use in a “21” account
  - Dean’s office retains **60%** of \$10,000 (\$6,000)
    - Remains in Educator salary budget
  - Dean’s office retains **10%** of \$10,000 (\$1,000)
    - Available to program areas at the discretion of the Dean’s office
- Minimum is \$2,000 of an individual’s salary
- Spend within 12 months of accruing



# Salary Savings Uses

Revenue generated when part of a faculty position is funded by a grant or other external funding (not program accounts or Smith-Lever federal funding).

- Backfill positions
- Professional development
- Travel
- Curriculum
- Equipment
- Program supplies
- Technology
- Generally, “like-for-like” program area support



# Examples of Directly Funded Positions

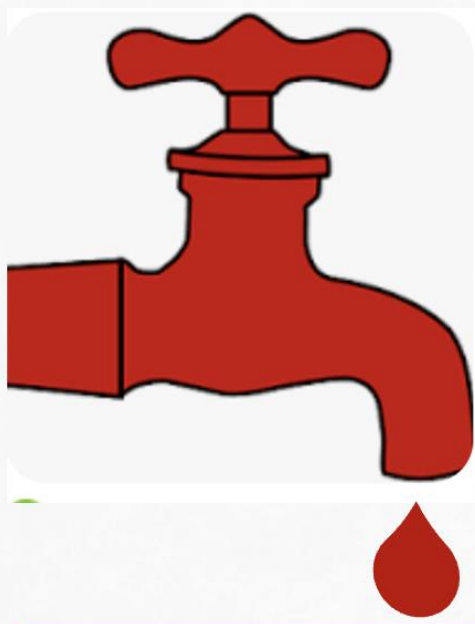
- Bazile Groundwater Mgt. Area WCS Educator (75%)
- Fred and Pamela Buffet Cancer Center HW Educator (30%)
- Fred and Pamela Buffet Cancer Center HW Educator (30%)
- Nature Conservancy Livestock Educator (20%)
- Nature Conservancy Livestock Educator (20%)
- County Northern Panhandle 4-H Educator (70%)
- Beyond School Bells 4-H Extension Assistant (100%)
- Buffett Early Childhood Institute EC Educator (30%)
- KNEW Project EC Educator (50%)
- SNAP-Ed carryover funding for Educators (multiple FTEs)
- NE Cattlemen BQA Livestock Educator (30%)



# Our Expectation

**Everyone in Nebraska Extension  
should be alert for external  
funding opportunities.**





# Extension Budget Deficit

**State Extension  
Funding**



**Currently have a \$650,000 structural budget deficit associated with ongoing and the most recent UNL Budget Reduction.**

## **Mitigation Strategies:**

- 1. Adjust salary savings distribution for EZs 1-11 and State 4-H Office.**
- 2. Increase the number of positions funded directly by external partners.**
- 3. Reduce the number of Extension positions.**





Mark Your  
Calendar

NEBRASKA ASSOCIATION OF  
COUNTY EXTENSION BOARD'S

Legislative  
Day

Tuesday, Feb 10th, 2026

NEBRASKA STATE CAPITOL  
LINCOLN, NEBRASKA

**NACEB**  
Nebraska Association of County Extension Boards

FOR DETAILS VISIT  
[WWW.NACEB.ORG](http://WWW.NACEB.ORG)

**N**  
EXTENSION

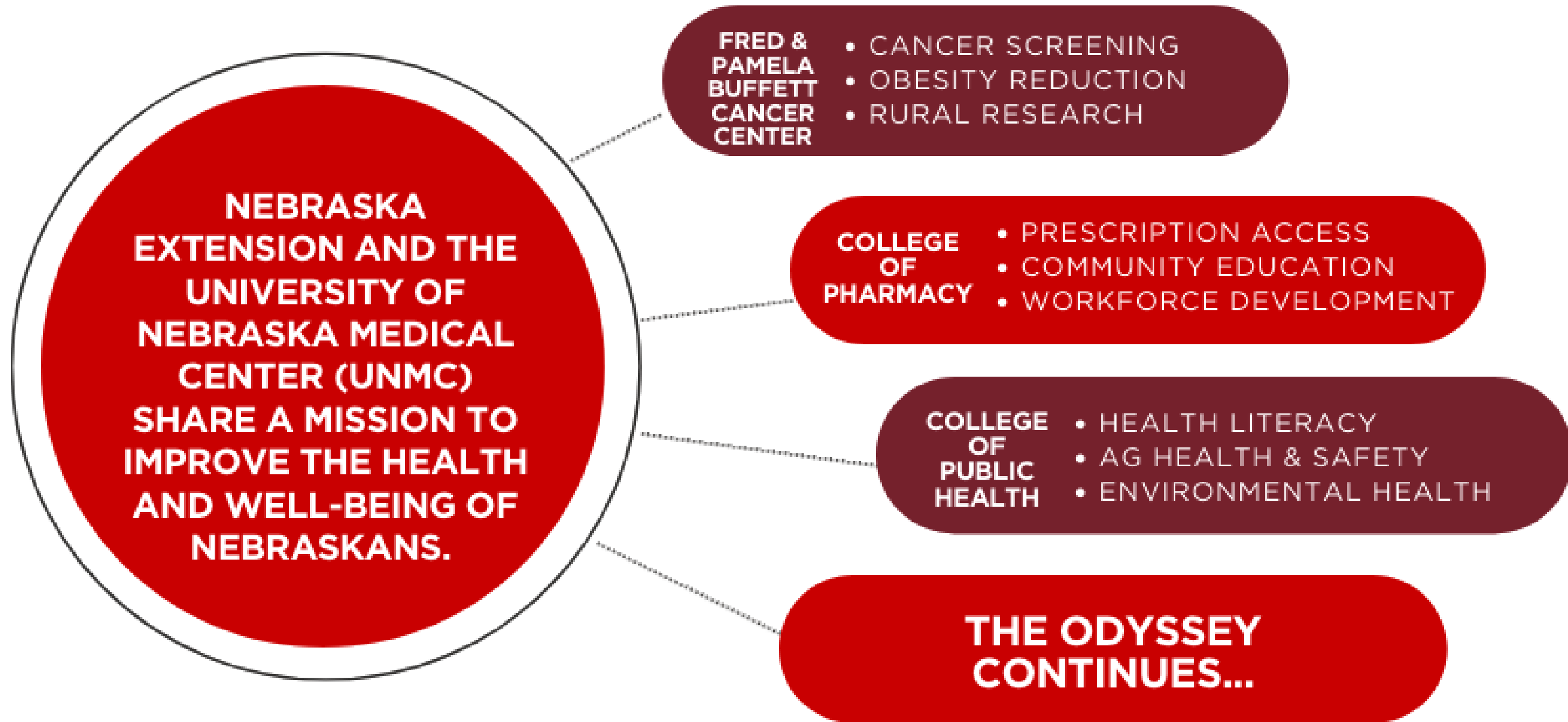




# Extension's Partnership with UNMC

# IMPROVING THE HEALTH & WELL-BEING OF NEBRASKANS

*A Collaboration between Nebraska Extension and the University of Nebraska Medical Center*





# Nebraska Extension Disaster Education Network



# Nebraska Extension Disaster Education Network Framework

## 2025 – 3 Examples

- March Winter Storm: \$65M in Losses, 27 Counties
- Wildland Fires: Over 55K Acres Statewide
- August Storm: \$24M in Losses, 23 Counties



## Nebraska Extension responded:

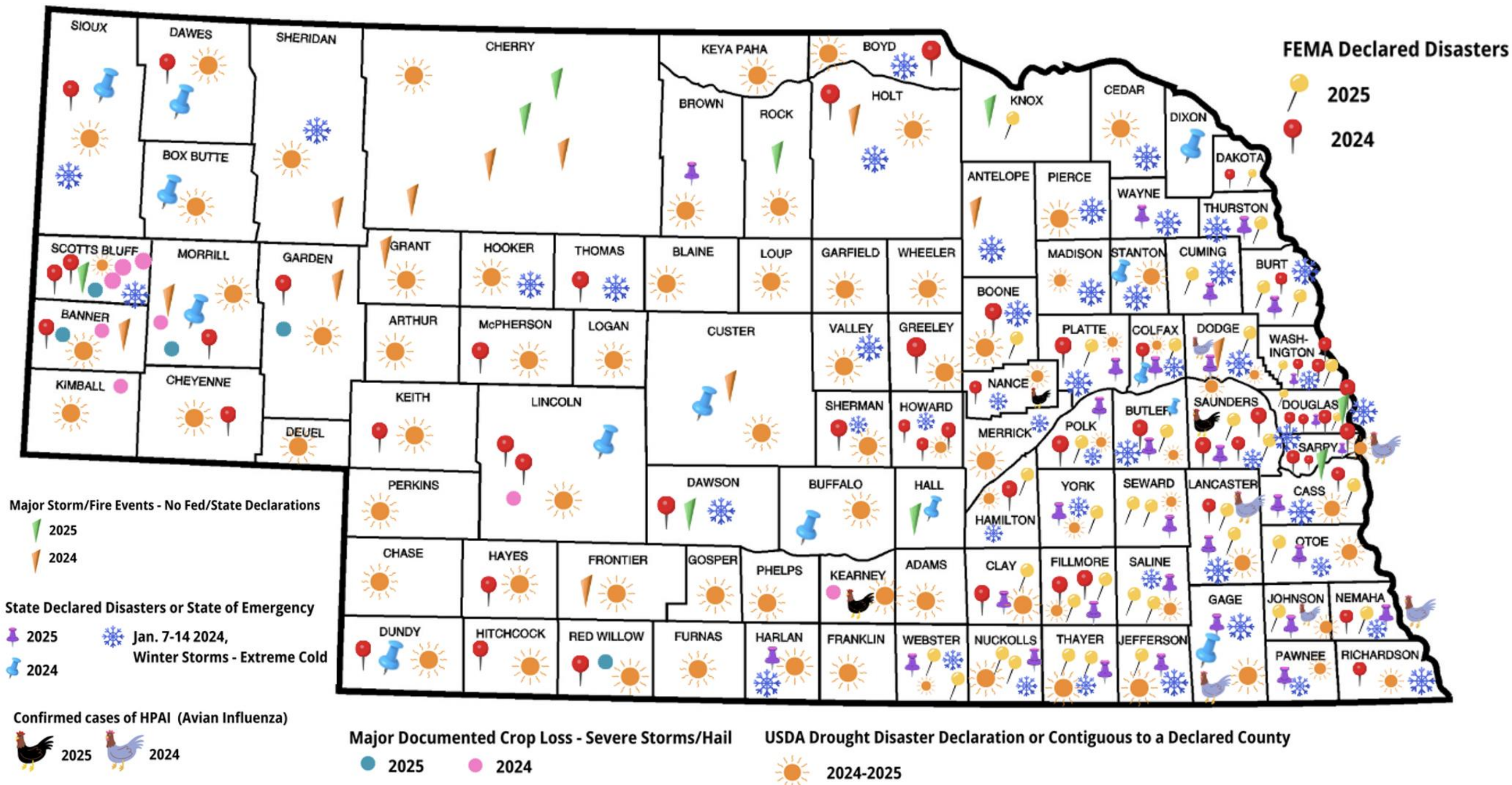
- Delivered critical food safety guidance during power outages.
- Provided expert information/resources to address tree and landscape damage, and recovery.
- Equipped communities, farmers, and ranchers with support and tools for recovery.
- Promoted emergency safety measures to help protect lives, property, and livelihoods.
- *and much more...*

**One Extension. One Nebraska. Stronger Together.**



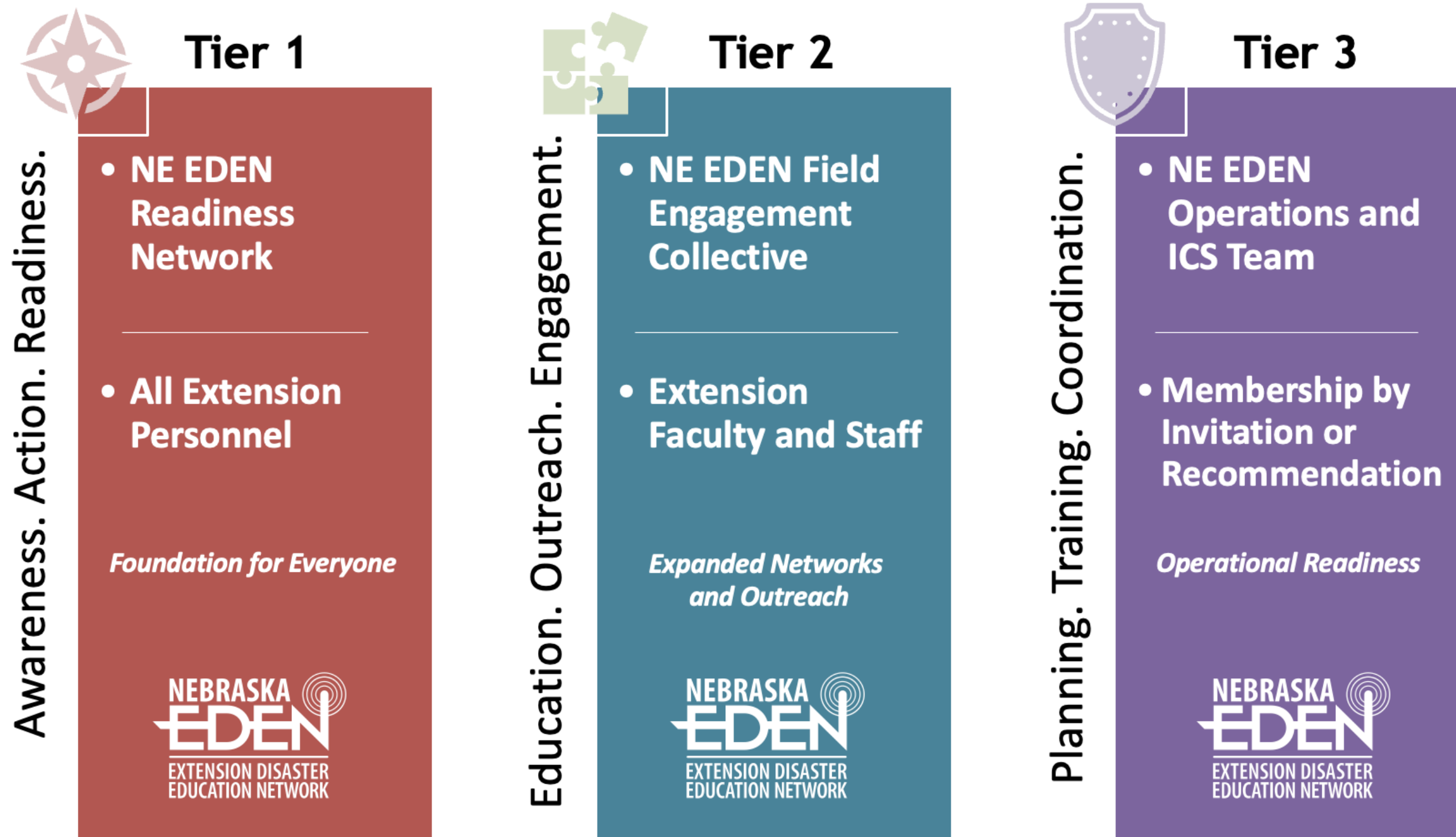
DISASTER EDUCATION

## 2024 – 2025



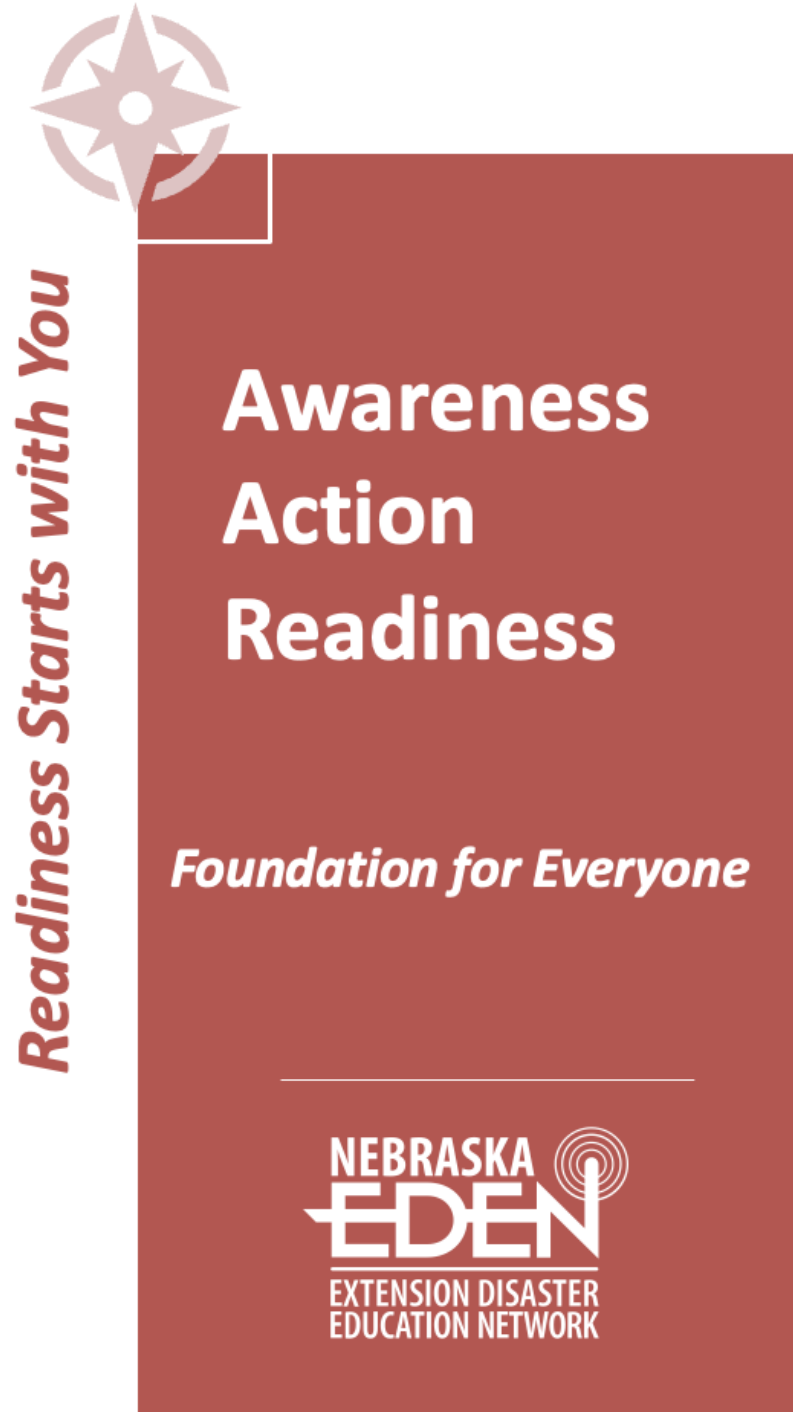


# Nebraska EDEN Framework





# Nebraska EDEN Framework

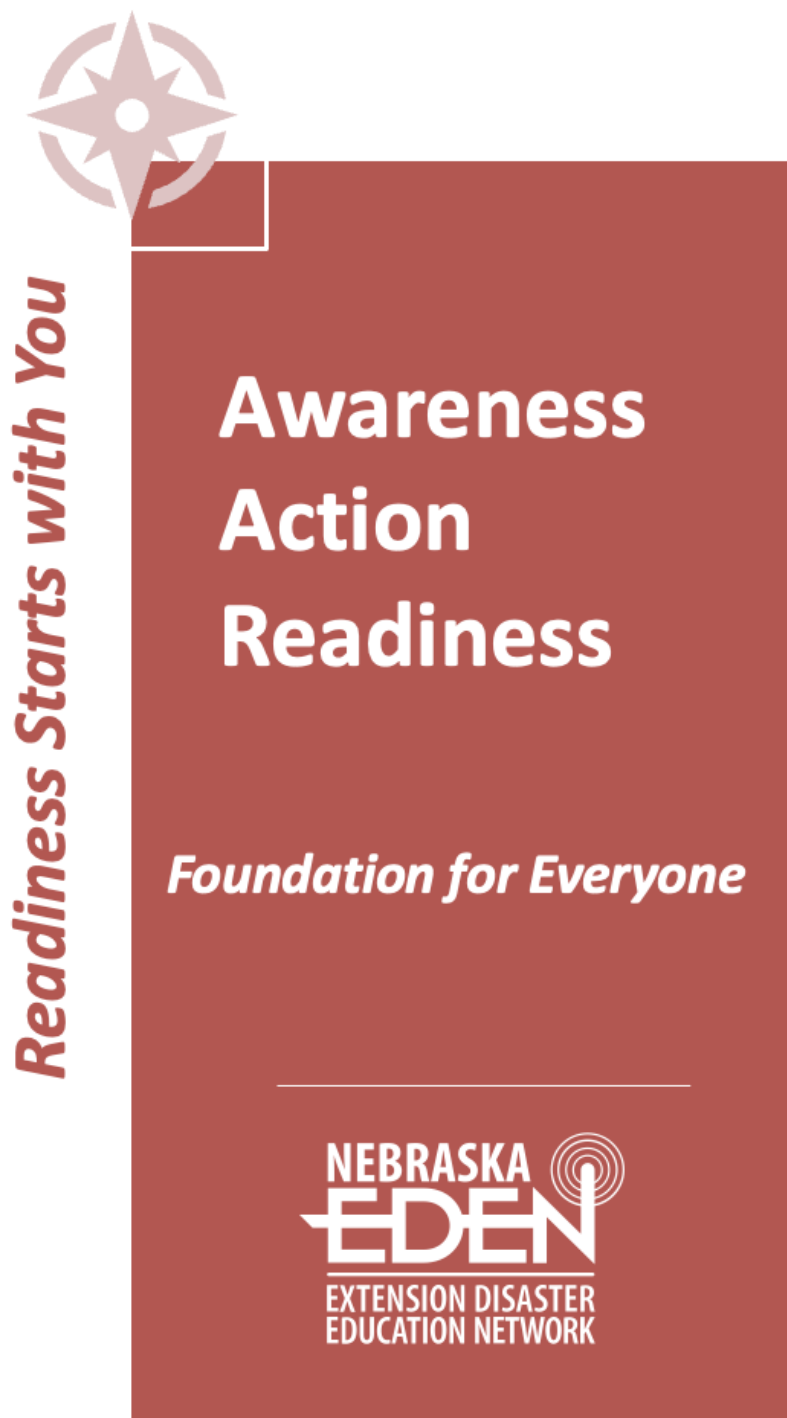


## Tier 1 - Nebraska Readiness Network

### Foundation for All Extension Personnel

- Prioritizes personal and workplace safety and readiness.
- Shares timely resources to help people make informed decisions before, during, and after an emergency or disaster event.
- Identifies local and regional risks and hazards.
- Communicates situational updates re: emergency/disaster events.
- Participates in emergency drills, and professional development that support readiness.

# Nebraska EDEN Framework



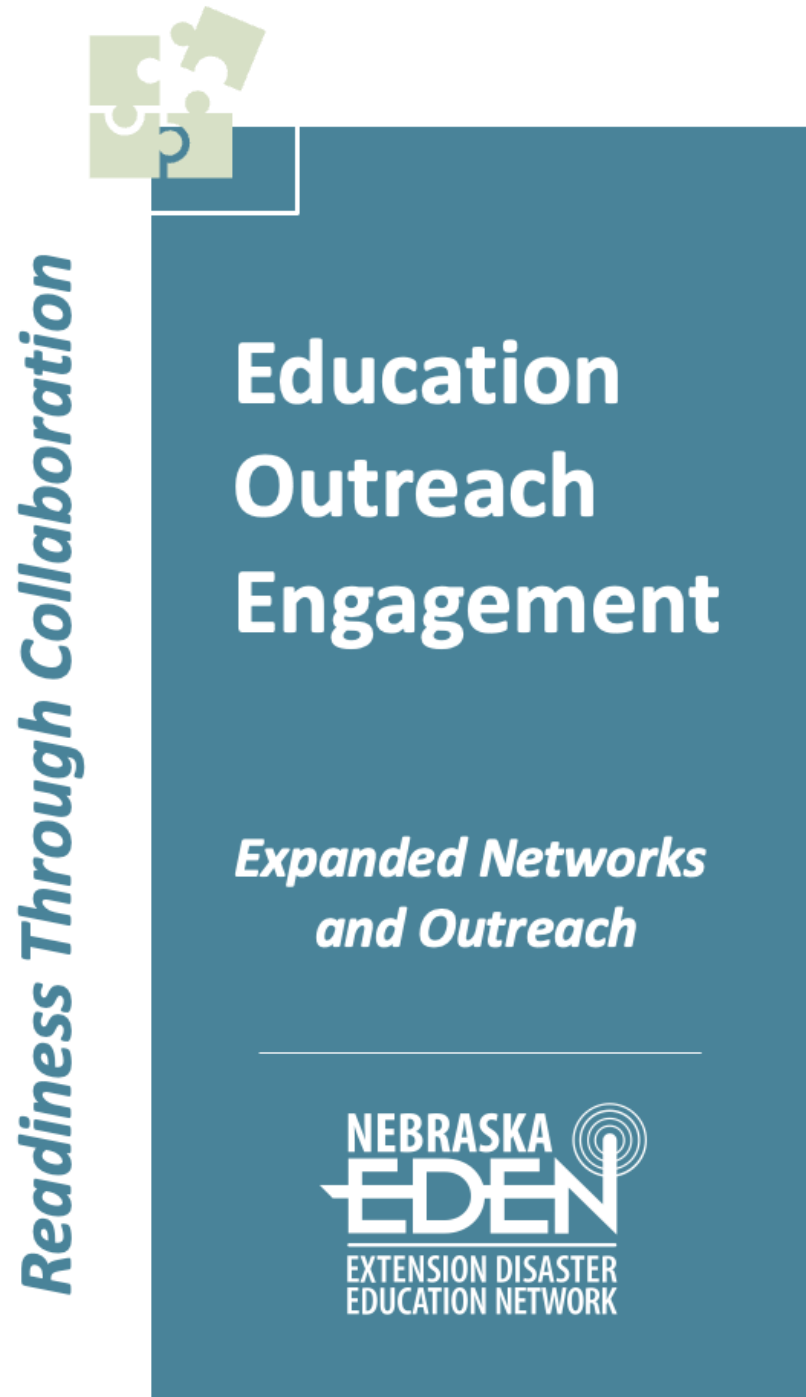
## Tier 1 - Nebraska Readiness Network

### Foundation for All Extension Personnel

#### *Examples:*

- Regularly reviews local Emergency Action Plans.
- Is familiar with office and vehicle emergency kits.
- Participates in and/or organizes office drills (tornado, fire, etc.).
- Shares information, resources in newsletters, websites, social media.
- Utilizes emergency and weather alert systems.
- Seeks out skills training (First Aid, CPR, Stop the Bleed, QPR).

# Nebraska EDEN Framework



## Tier 2 - Field Engagement Collective

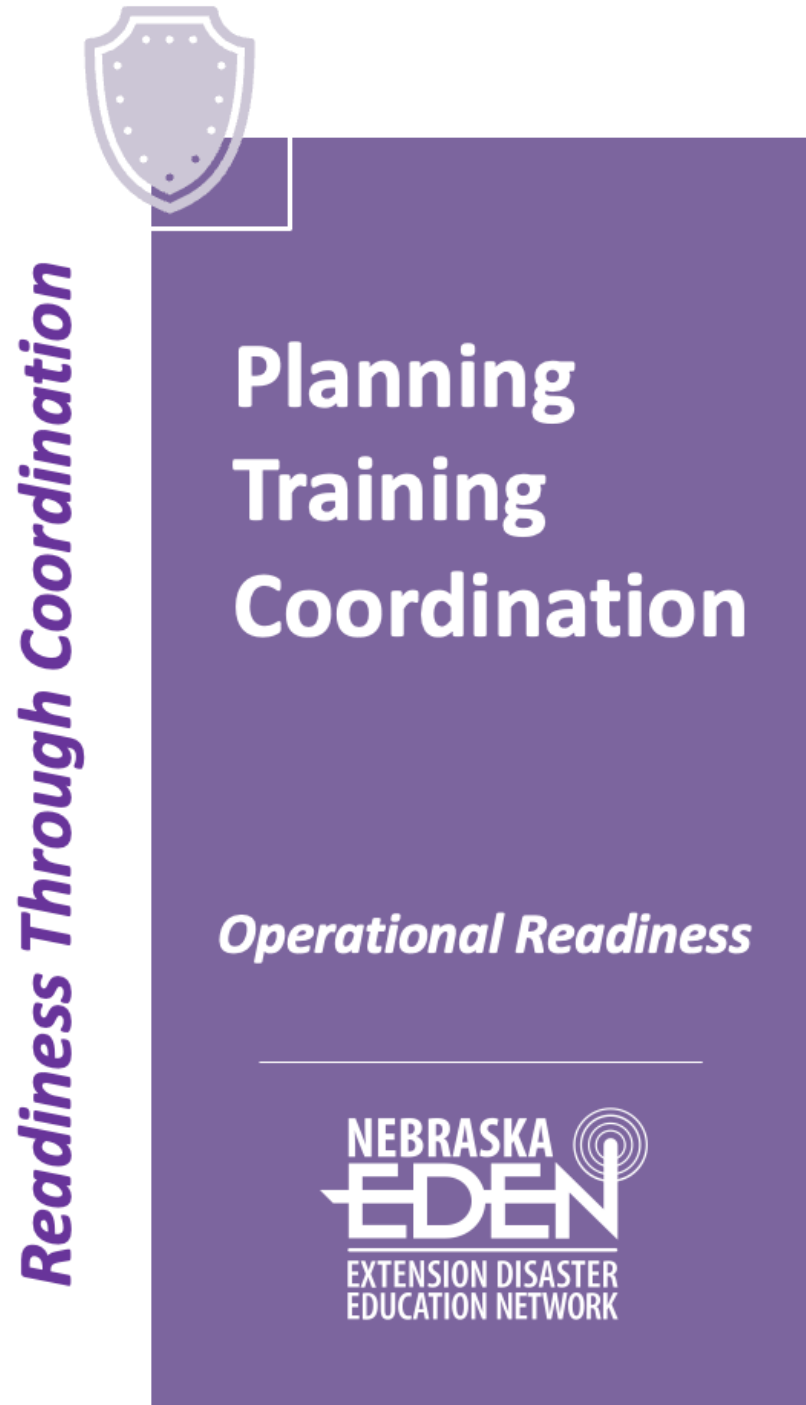
### Opportunities for Extension Faculty and Staff

- Integrates disaster education into programs and outreach.
- Reports local needs and impacts during emergencies.
- Serves as Extension local liaison with community partners and local emergency management.
- Engages in professional development to strengthen readiness.
- Identifies critical issues and fosters collaborative planning and resource sharing across Extension program areas.

Eligible to represent University of Nebraska  
as a National EDEN delegate.



# Nebraska EDEN Framework



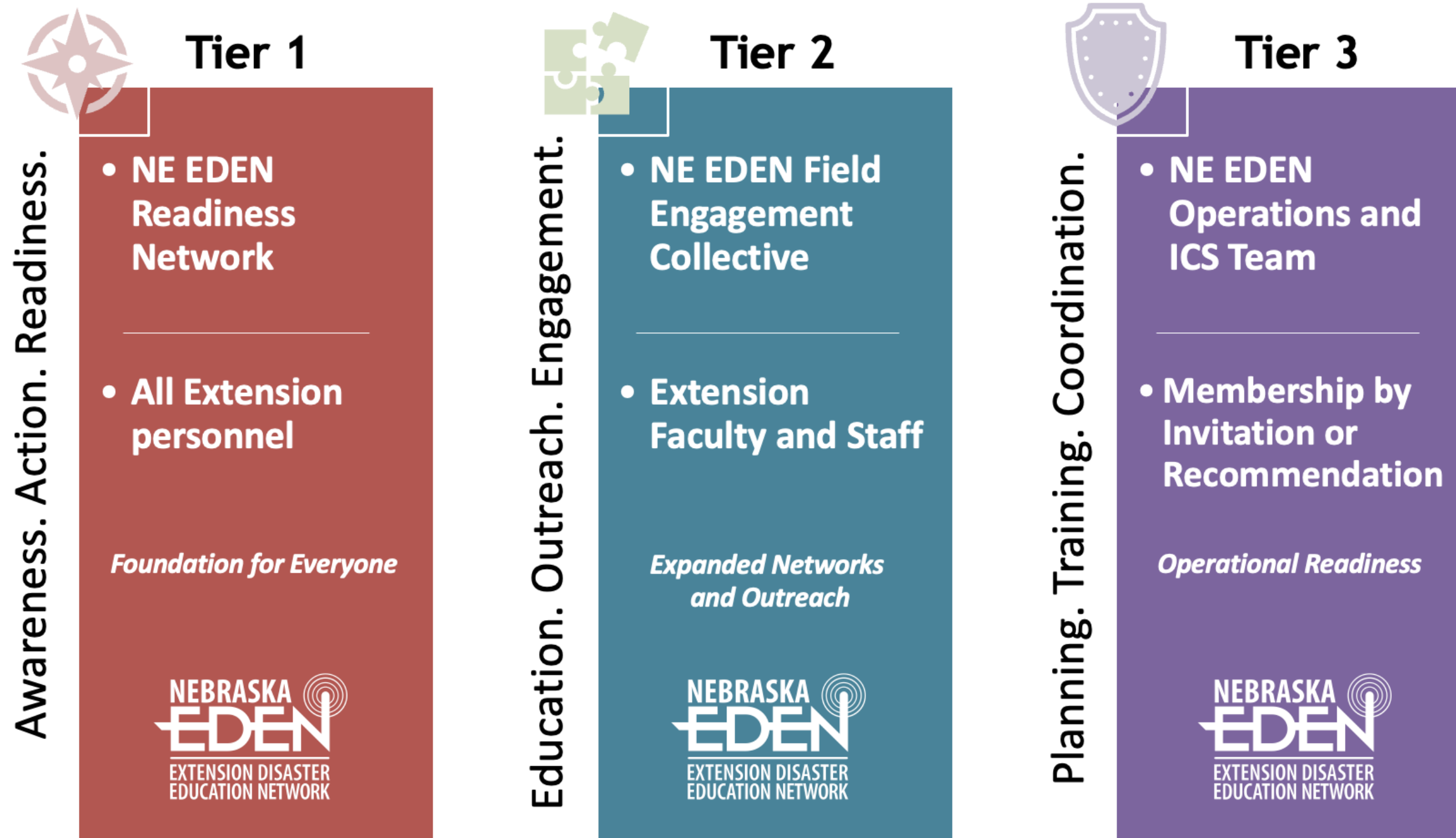
## Tier 3 - Operations

### Membership by Invitation and/or Recommendation

- Leads and coordinates statewide all-hazards planning and response.
- Develops and delivers training, tools and resources to strengthen Extension's capacity.
- Activates as part of Nebraska Extension Incident Command (ICS) during major emergencies or disasters.
- Optimizes internal coordination and resource efficiency.
- Engages in focused emergency management and disaster education training.

Represents University of Nebraska as a National EDEN delegate.

# Nebraska EDEN Framework





DISASTER EDUCATION



# Nebraska EDEN

One Extension. One Nebraska. Stronger Together.

## Thank You!

Soni Cochran, MS, Extension Educator  
Disaster Education Coordinator  
scochran2@nebraska.edu

*Preparedness is the ultimate confidence builder*

*- V. Lombardi*





# ONIT Update

**ONIT**

# ONIT Update

- **Computer ordering instructions and guidelines for 2026 will be shared later this month. *Consult with your ONIT team member.***
- **iPads that cannot be updated to IOS 18 or IOS 26 do not meet security standards. *Contact your ONIT team member for details.***



# ONIT Update

- **Microsoft migration** cutover planned for approximately January 5, 2026
- **Temporary @nebraska.edu** email addresses used for internal communication during migration will no longer be visible in Outlook, but any emails sent will be delivered.
- **Your campus-specific @unl.edu addresses have not changed and will remain your primary email identity – please keep using them**







# Nebraska Extension Civil Rights Review



December 5, 2025  
Extension Civil Rights  
Compliance Training  
Sequel.



# Nebraska Extension Civil Rights Compliance Training— Introduction and Overview

December 5, 2025



# Extension Civil Rights Training Follow-up

- Extension Civil Rights Resources
- Translation and Interpretation
- Accommodations/Accessibility
- Nondiscrimination Statements (UNL/USDA)
- And Justice for All Poster Use
- Collecting Demographic Data
- County Employee Access to NU Bridge LMS





# Important Calendar Dates

## Extension Annual Reporting Webinar

- December 12

## UNL Holiday Closedown

- December 24 – January 2

## Program Activities Due in PEARS

- December 31

## Annual Reports Due (PEARS and IANR)

- January 15

## Nebraska Legislative Session

- January 7 – April 17

## NACEB Legislative Day and Annual Meeting

- February 10 – Lincoln (Scottish Rite Masonic Center)





**Questions?**

# Questions during UNL Holiday Shutdown?

**Call or Text**

**Charlie: 701-793-9497**

**Dave: 402-720-2275**







*Happy*

*Holidays*



# Extension Huddle



December 11, 2025