

EPSILON SIGMA PHI
Alpha Zeta Chapter – Texas

Southern Region Administrative Leadership Award



Nominee's Name: Donna Brauchi

Title: District Extension Administrator

Address: 6500 Amarillo Blvd. West

City, State Zip: Amarillo, TX 79106

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Position and Dates of Extension Employment (If applicable):

2003-Present	District Extension Administrator, Panhandle District 1
1997-2003	District Extension Director – Family and Consumer Sciences Panhandle District 1
1981-2003	County Extension Agent – Family and Consumer Sciences Gray County, District 1
1973-1981	County Extension Agent - Home Economics Hemphill County, District 1

Education:

Master of Science, Home Economics, Texas Tech University, 1980

Bachelor of Science, Home Economics Education, Texas Tech University, 1972

Outstanding Professional Accomplishments:

- 2006-07 – Task force to develop First Step for Success program for new County Extension agent support and training
- 2006 – Texas Extension Superior Service Award for Administration
- 2006 – Texas 4-H Volunteer Leader's Association Meritorious Service to 4-H Award
- 2004-05 – Co-Chairman, state task force to research, identify and organize Best Management Practices for maximizing the efficiency of Extension's modified structure under the Organizational Excellence Plan
- 2004 – Search committee to fill vacancy of Associate Director – Human Sciences
- 2002-03 – Chair, state committee to analyze the roles and responsibilities of District Extension Directors, which was a basis for the Organizational Excellence Plan
- 2002 – Vice Chancellor's Award in Excellence, Partnership Efforts, CREET Advisory Committee
- 2001 – New Faculty Orientation committee to evaluate the structure and content of New Faculty Orientation
- 1999 – Co-developer of the New Extension Agent Training and Orientation (NEATO)
- 1997 – Alpha Zeta Chapter of Epsilon Sigma Phi State Distinguished Service Award

Outstanding Programmatic Accomplishments:

Best Management Practices for Maximizing the Efficiency of the Organizational Excellence Plan

A committee chaired by Donna Brauchi analyzed the roles and responsibilities of the District Extension Director. A report was developed and submitted to the administrators of Texas Cooperative Extension which highlighted the need to enhance Extension programming leadership at the middle management level. As a result, the Organizational Excellence plan was implemented that established one line supervision of county faculty in the 12 Extension districts and created four regional programming units within the state. Each regional unit has three Program Directors that address the areas of Agriculture and Natural Resources, Family and Consumer Sciences and 4-H.

A two day retreat was organized for the North Region leadership team which composed of the three District Extension Administrators and the three Regional Program Directors. During the retreat, roles and responsibilities of the District Extension Administrators and Regional Program Directors was determined and a cohesive management plan was successfully implemented September 1, 2003. Because of the North Regions model success, a committee was developed to determine "Best Management Practices" for the state and their report was submitted and approved in 2005 by the Texas Cooperative Extension administration and it is now being implemented in all four regions of the state.

New Extension Agent Training and Orientation (NEATO)

Several years ago, Brauchi and her District Extension Director co-worker in District 2, decided that an opportunity to provide additional training for new Extension agents and help them build a support network would be a valuable addition to the training and support of new agents. Therefore, a one day training session was developed to help new agents gain skills in program development, time management, and organization. The successful model developed in Extension districts 1 and 2 has now has been implemented across the state. The NEATO program provides new Extension agents three, one-day sessions, that have a specific focus on one of three primary areas (programs, people, and personal). Each session utilizes experienced County Extension Agents who share their expertise related to building and delivering programs, interpretation and marketing, and management of the job and personal life.

First Step for Success – New Employee Training and Support

Because of the high turnover rate among new employees, a task force was organized to develop a program that will: 1) provide new agents with a consistent introduction to Extension principles, practices, and procedures which will complement the mentor program and enhance the training process of new agents; and, 2) provide new agents with the opportunity to observe an effective Extension program and experience day-to-day management of the County Extension office. The task force utilized input from a focus group of Extension agents employed two years or less to provide the foundation for the program. Guidelines for the host counties, objectives for the new agents, training plans for host agents, and a journal for new agents were developed. The program is currently being piloted in three Extension districts. Brauchi has two new agents participating in the First Step pilot experience. Minor modifications will be made to the program this spring and a training module presented to District Extension Administrators in May. The First Step for Success program will be implemented statewide in September of 2007.

Support Statement:

We have a lot of great leaders in Extension and Donna Brauchi has earned her place at the top of the list. She leads by example and her co-workers consider her a team member and a friend. If she asks you to participate on her team you will not hesitate to say yes. You know it will be well organized and the activity will succeed. From her list of recognitions and accomplishments you can see that she is very deserving of this recognition.