

Change Agent States



Date: January 15, 2007

To: State Extension Directors and Administrators
Assistant/Associate Directors and Program Leaders
Chairs of Diversity Committees/Diversity State Contacts

From: **Colien Hefferan**, CSREES Administrator
Glen Whipple, ECOP Chair
Vision and Expansion Committee,
Change Agent States (CAS) Consortium

Subject: An Invitation to Become Part of a **Multi-State Diversity Initiative**

The Change Agent States (CAS) Project and the Cooperative State Research, Education, and Extension Service (CSREES) are extending an invitation to your state to join this nationally recognized multi-state initiative to create new organizational capability and enhance diversity in your state's land-grant institution(s). The goal of the CAS initiative is, "Making Organizational Diversity a Reality in the Land-Grant University System."

The *CAS Project* is positioned to offer an opportunity for **seven** additional states to be selected to participate in this research-based Diversity Community of Practice¹. This initiative is consistent with goals of the American Association of State Colleges and Universities (AASCU), the National Association of State Universities and Land-Grant Colleges (NASULGC)² and with the strategic plans of the USDA and CSREES. The CAS initiative has established standards to demonstrate and measure next steps needed to "meet the challenge for a diverse academy".

The *Change Agent States (CAS) Consortium*, which currently involves nineteen land-grant institutions in fourteen states (AZ, CO, DL, ID, LA, MO, MS, NM, NY, NC, ND, PA, SD, WA), has led the way in making systemic change regarding diversity and pluralism within the land-grant university system. For the past 7 years each of the CAS states has shared challenges, struggles, and accomplishments as they worked together to initiate sustainable system change within their respective institutions.

An important accountability component of the *CAS Project* is the use of a "Framework for Change" which serves as the foundation for guiding and measuring organizational change efforts over time. The consistent use of the Framework ensures that common efforts and research benchmarks across all states can be collected and used as a basis for measuring outcomes. The CAS Framework has established the roadmap and capacity requirements for organizations to create an environment for change within the land-grant academic system – and beyond.

The enclosed CAS Project Application and Agreement, due March 1, 2007, outlines some of the project goals and criteria for state involvement. New states are expected to make an initial

¹ National Diversity Center eXtension Diversity Community of Practice

² "Now Is the Time: Meeting the Challenge for a Diverse Academy", Foreword to 'A Report of the AASCU/NASULGC', October, 2005. www.nasulgc.org

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5-year commitment to the project. A commitment for this period provides the time needed to make effective change and accumulate appropriate data to document those changes. The application defines the expected commitments of all participating states. By applying to participate in the CAS Consortium, a state indicates its willingness to fulfill those expected project commitments.

Accompanying this invitational letter is the CAS Application and Agreement, a Projected Timeline and a CAS Vision and Framework for Change paper briefly describing the project. A review panel composed of CAS participants and partners will consider each applicants' current efforts and future plans, as well as representation from across regions. The review process will be completed soon after the **March 1** due date and applicants will be notified of their status by March 15, 2007 to help selected states meet Timeline expectations.

► Find this letter and other components of the **CAS Application Packet** at the:

- 1) National Diversity Center homepage <http://www.ediversitycenter.net>.
- 2) eXtension Diversity CoP [http://cop.extension.org:80/wiki/CAS Application Packet](http://cop.extension.org:80/wiki/CAS_Application_Packet)

Thank you for your interest in this exciting visionary project. Creating an environment for change and inclusion within land-grant institutions and CSREES actively demonstrates the leadership needed to fulfill the System's mission of engagement!

The following Change Agent State <i>Vision and Expansion Committee</i> members invite inquiries concerning the project or questions about the application process:	
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Enclosures:

- CAS Project Application and Agreement
- Projected CAS Timeline
- CAS Vision and Framework for Change paper
- cc: CAS Consortium members
- ECOP National Extension Diversity Committee members
- National Diversity Center Community of Practice Director
- CSREES, ECOP and other system leaders