

KACAA Spring Workshop - Minutes

March 30, 2023

Dillon Nature Ct., Hutchinson. KS

The meeting was called to order by President Cade Rensink. Cade asked for approval of minutes that all members received via email. S. Wick moved to approve and Justine seconded. Stacy Campbell gave the treasurer's report the balance of checking account is \$20,216.36. Balance in savings account \$20,224.00 and Prestige account \$3,953.14. Aaron moved to approve the treasurer's report and Emily seconded. Cade asked if there are any communications and Campbell reported none.

For officer and director reports Cade reported new hires in the Central region – Luke Byers, ANR in River Valley, Kyler Langvardt, ANR in Geary Co. Campbell had no report, other than reminding committee chairs to please send him minutes following committee meetings. Kelsey reported she has KACAA hats for sale, \$15 each, and if anyone wants to sign up for the insurance pledge that goes to spouses on the death of a KACAA member or minor children, that she has the pledge forms.

Lacey Noterman reported new hire of Karlie Rumbeck, ANR in Twin Creeks, Jade Greene, ANR in Wild West District moved from 4-H & Youth to ANR. Lacey reported that the S.W. Area Agronomist position was a failed search and that KSRE will try again.

East region report by Katelyn Barthol new hires Lane Wiens, Horticulture agent Shawnee Co. Brian Rees reported as JCEP president. They are having dialogue with administration on the agent retention survey, if we have any other comments or feedback on the survey to let Brian know.

R. Fechter reported that from hosting the NACAA AM/PIC in 1983 we have \$44,000. And from hosting it again in 2011 we have \$55,346 invested in the KSU Foundation. Which is endowed to establish scholarships for KACAA members kids. Currently the amount available to give for scholarships this year is \$2,202.97. Dennis Patton asked Richard is there is any way the amount of endowed scholarship money given each year can be increased? The current amount is pretty low he felt, especially if several people apply. Dennis suggested maybe the policy committee could look into this. Richard needs to look into it with the foundation first to see if it is possible of increasing amount of scholarships over what is earned. Richard said we can have KSRE deduct a few dollars from each of our pay checks to go to that scholarship fund, and that currently few members are choosing to do this, but he encouraged members to consider this. None of us would miss a few dollars from each check and that over time it will add up, especially if more people will give! Richard and C. Nemecek said that the amount given is the amount earned each year, and currently it is earning less. Carla Nemecek was on the scholarship committee when they developed it, after the 2011 conference, she gave a brief overview. The KSU Foundation does administer or manage the money investment for us. Because of that applicants have to fill out the KSU Scholarship Application on-line, like any other scholarship they would apply for at KSU. But our scholarship is one of the few, that our committee members actually review the scholarships and select the awardees.

Richard will pass around a sign-up sheet for anyone that is planning or even thinking about going to the NACAA AM/PIC in De Moines, Iowa on Aug. 13 – 17th. Please sign it, even if thinking about going, this helps to plan the State Night Out dinner on Tuesday.

Cade said if you are not on a standing committee or professional improvement council, please choose one and let Stacy know which ones you are on, please get involved.

Committee reports were given:

Leadership & Administrative Skills – at annual Conference in October maybe have pre or post tours of Agriculture facilities so that new agents or seasoned agents who didn't attend K-State know where certain departments are and get familiar with campus.

*Handling Soil Samples-Provide some education or tools in understanding the results. Reach out to Kathy Gehl and maybe have the Crop Conditions Call do a brief overview or have someone record a video of them going through the results and providing feedback.

*National Convention-Have agents who have attended give a brief summary of their trip and why agents should attend at Annual Conference Meeting.

*Offer more Professional Development Opportunities within KACAA-to help with the "ladder" that Dr. Hadley was talking about.

In attendance was Chair-Rickey Roberts and Vice-Chair- Chelsea Bartels.

Early Career Development – 5 members present. The Career Ladder and employee retention was discussed. Members felt peer review needs to be fair across all boards/employees/agents. Specific steps/guidelines need to be in place to follow. Suggested to bring in agents that have gone through it to build these steps to make it fair (Marcus Preuninger) from the Texas system that implemented a career ladder system. Will there be other certificates not mentioned that could bump you up a level?

It is difficult to get an Agriculture Masters degree, they are not online. Needs to be an incentive for professional development. Look at years of experience and professional development to help bump up a level in the ladder or getting a masters. The system should work to try and retain people who have been in Extensions for years. But ultimately it comes down to money most likely the committee feels. The committee felt that the university may need to commit to put more funding towards this portion than in the past in order to retain agents.

Professional Scheduling was discussed. The committee felt that people who have been trusted by the board to take the hours they need for professional scheduling, need to be consulted to help those that feel like they are being taken advantage of. Trust needs to happen between the board and agents. They hired professionals and need to step back and let agents do their jobs. Discussion needs to happen with those that don't follow the guidelines and take advantage of the professional scheduling. Marty Gleeson had 490 hours of professional scheduling time not used at retirement, he kept an accurate tally. Discussion needs to happen among office members to ensure that no one is taking advantage of scheduling/make sure the office is covered. We are following what campus does, but it's an internal problem if agents are taking advantage of it. Those that take advantage of the professional scheduling system should be dealt with at local level, not state.

Teaching & Educational Technologies – present were Marcus Preuninger – Chair, Kelsi Wertz – Vice Chair, Jay Wisbey, Anthony Reardon, Dewayne Craighead, new members Rene Tuttle and Luke Byer.

Update on Post Conference Training

Utilizing the Technology Survey from last year (sent out by Anthony Reardon) to start planning some technology programs for agents.

This Post-Spring Meeting Program – Utilizing Qualtrics – Setting up a survey and pulling Data out to utilize.

Possible programming for future

Utilizing Hybrid meetings to their fullest potential

List of what technology is needed

How many people are needed to pull off a successful meeting

Info sheets on settings for hybrid meetings

Utilize the Technology department at K-State for information on technology/equipment.

Create an info sheet about PEARs.

When reports are due, with a step-by-step process for finding and filling them in.

Tour of K-State's Innovative Lab and Makers Spaces

Can be just committee members. Then, we can utilize the information to put together programs.

Training for agents on the Web Soil Survey

How to access

How to set up an account

How to utilize

We would like to start meeting quarterly as a committee instead of just twice yearly.

Can be via Zoom, Hybrid, or in-Person.

This will allow us to plan and host more successful programming

Life Member – Cade recognized John Beckman, retired ANR from Scott Co. for attending, appreciate you being here John who is all around good guy and agent! Most recent life member and also in attendance is Marty Gleason, retired recently from 21 Central Dist. congrats Marty, we are glad both of you are here! If anyone knows of any deaths of any life members, or change of residence, please let us know.

4-H & Youth – report given by Lacey Noterman, YQCA – the youth are required to complete a pre-test. Lexi just sent out an email about the pre-test. We are also discouraged with the new platform and presentation this year. Tags – EID not an issue this year. Beef tags came in and small animals are hopefully on the way. Not worried like we were last year! KSF – full fit show.

Communications – Jason Graves gave out the communication awards certificates and checks to the following: Audio Recordings: Stacy Campbell, Published Photo: Jeanne Falk-Jones, Website & Online

Content: Dr. Terry Griffin, Program Promotional Package: Anthony Reardon, Personal Column: Anthony Reardon, Feature Story: Sandra Wick, Newsletter: Calla Edwards, Educational Video Recording: Sandra Wick, Fact Sheet: Sandra Wick, Publication: Dr. Terry Griffin, Bound Book: Anthony Reardon, and Computer Generated Presentation: Sandra Wick.

Professional Excellence – K. VanSike recognized Cade Rensink for this year's DSA award and Travis Carmichael for AA award. He encouraged members with 10 years or less in Extension to apply for the Achievement Award (AA) and beyond 10 years can apply for the Distinguished Service Award (DSA). You do not have to win the AA in order to be eligible for the DSA. You can apply on-line at the NACAA website by March 15. You must at least attend the day of the banquet in order to be eligible. The awards recognition and banquet is a very nice formal recognition for the AA & DSA Awardees and well worth being a part of and attending, encouraged to take your family! Chuck Otte has the list of past AA & DSA winners that R. Fechter now has and he will get it to Rachael Brooke so she can put it on our KACAA web

Public Relations & Agricultural Issues – members present included Clinton Laffin, Chad Guthrie, Aaron Hyland, Kyler Langvardt, and Emily Bennigsdorf.

In old business, members discussed the Friend of the County Agent Award that would be presented at the spring meeting to make up for not having one at the previous Annual Conference in the Fall of 2022.

In new business, members discussed possible new candidates for the Friend of the County Agent Award that will be presented at the Smixer during Annual Conference in the Fall of 2023. For individuals: Lois Schreiner – Retired Secretary in Animal Sciences and Industry KSU, Herschel George – Retired Watershed Specialist, Roger A. McEowen – Law Professor at Washburn University, and Judy O'Mara – Instructor/Diagnostician in the Plant Disease Diagnostics Lab at KSU. For groups: Kansas Farm Bureau, Kansas Livestock Association, Farm Talks Magazine, and Nutrien. The committee will create another Qualtrics link with the candidates that will run from May 1st – May 19th. The winners will be sent to Clinton the following week to have plaques ordered. Kyler is willing to help write a press release to be sent out after the award winners are announced during annual conference.

Members also discussed the following agricultural issues:

- June 1st pharmaceuticals changing – possibly making a flyer to help community members
- Interest rates increasing
- Industry taking over education in agronomy
- Hay supply shortage
- Pasture management following drought
- Extension involvement in meat production community education

The meeting concluded at 10:45 am.

Scholarship - Justine Henderson reported two committee members attended, Justine and Blaire. Scholarship auction at Annual Conference was discussed and ideas for next year were suggested.

Search for Excellence – given by Cade there were two state applications received for the Search for Excellence Program. There is usually a slant or advantage for teams to apply for this award. Cassie

Thiessen submitted in the Consumer & Commercial Horticulture division. This was a team application for the K-State Garden Hour Series. Another team application was received from the Central Kansas District for a Forage Systems Demonstration in the Sustainable Agriculture division. Both were named state winners and sent on to be evaluated at the regional level. Results will be available after April 1.

Policy - chair Brian Rees; members Allen Baker, Carla Nemecek, John Beckman, Richard Fechter, Sandra Wick. No fires the committee members were aware of. There was good discussion surrounding Dr. Hadley's presentation, with no resolution or suggestions. Questions were raised regarding missing new agents – is that a lack of emphasis by agents, associations, mentors, or campus? Are all mentor agents regardless of program area, members of their association?

Smixer – members present Randy Hein, Shad Marston, Kelsey Hatesohl. Discussed plans for 2023 Smixer – planning to have it at Blue Hills again on same day of week and time, with the same menu. Blue Hills has been good to work with and the price has stayed the same for a number of years now. Randy went over the necessary steps of doing the Smixer in case he was ran-over by a beer truck and not present.

Professional Improvement Council Reports:

Agricultural Economics & Community Development – Cade reported that the Barry Flinchbaugh Endowed Chair has been established and Jenni Ifft is serving in that position in Ag Economics. The old number for the Ag Policy Course that Dr. Flinchbaugh taught for decades has been “retired” to honor his legacy. A new number has been assigned going forward. There is a new Community Vitality Specialist, Deborah Kohl. A micro-credential course has been added on Facilitation in which once the on-line course is completed you will have that Micro-Credential Completion Certificate. This would help you in the career ladder being developed, not to mention in being more effective at how to lead the constructive discussion & facilitation of any specific subject matter area.

Agronomy & Pest Management – Jay Wisbey gave the report. Jeanne Falk Jones has a power point presentation that takes about 30 to 40 minutes to give that highlights many of the features of the Weed Control Guide and how best to get the most out of it. Sandra Wick has a slide presentation on the basics of how to take a soil sample. Both of these resources are available to agents. They will put these up on the Crop Production PFT teams page for agents to be able to access. Some agents are going to participate in a fall Armyworm, western bean cutworm and army cutworm moth trapping network. Establishing a network of traps in order to monitor these pests every year will help to understand their typical seasonality and abundance in different regions of the state. There will be an agronomy training and update in Manhattan on July 10th. Watch for details later.

Animal Science – 22 members present. The PFAT is hosting a training and update in Winfield on April 26 & 27, to register use link. It will consist of a Brands ration software formulation update round II. If have ideas for when and where for next training and topics bring them to Winfield. Lots of change coming to KSF on livestock side of things. It could have ramifications to local fairs that follow KSF rules, be aware.

Horticulture & Turfgrass - members present- Kelsey Hatesohl, Cassie Thiessen, Anthony Reardon, Wendy Hughes, Travis Carmichael, Pam Paulsen, Dennis Patton, Jason Graves, Frannie Miller

Reach out to new agents, mentoring within PFT

Send out Horticulture PFT Directory to all KACAA members

- Discussed topics for December 2023 PFT Training
- More time together as Agents, meet somewhere in the middle
- Kansas Garden Guide is new and improved, 200 pages, price from the bookstore is \$32.50, the PDF is free online and can be printed locally

Natural Resources & Aquaculture – Campbell gave report for R. Graber. The ARC GIS training that is being held for agents at KSU is full. They will try to offer another one.

Sustainable Agriculture - Margit Kaltenecker said the committee is looking at starting a regenerative soil group in the eastern half of the state. It would not be limited to people or counties not in eastern half though.

JCEP Extension Leadership Conference – Cade reported NACAA continues to look for ways to reduce cost of AM/PIC. They are considering reducing the number of meals offered or at least change the way attendees sign up for meals.

R. Fechter reported that the NACAA AIM/PIC Conference is looking at ways to hold costs down. But it is very hard when box lunches cost \$35 each. They are looking at alternatives—such as reducing number of meals provided, kids & spouses activities. Due to having to plan 3-5 years in advance and sign contracts and give deposits well in advance. Costs have already been locked in until the 2026 conference. So NACAA will not be able to do anything to possibly lower costs until after 2026. Richard said we are fortunate in KS. To have support from administration of attending these professional improvement conferences, some states not so much.

Cade asked if there are any action items that need to come forth from committees, there were none.

Cade and B. Rees discussed the agent job satisfaction, retention survey and career ladder process. The responses from last fall were aggregated and put into themes. Currently, they are not sure if an overall written draft plan has been made yet by KSRE admin. Cade said it is important that each association give input, so not weighted towards one particular association group.

G. Hadley did ask us two questions he wanted to challenge all associations with and input on from agents.

1. How has the association supported your career?
2. What are some ways our professional associations can help new agents coming on board?

Lastly, Cade said that the eastern region will be hosting next year and to be thinking about it and that we will need to know by KSRE Annual Conference in Oct. or shortly after.

Cade asked if there was any further business or discussion that needed to be addressed, if none he asked for a motion to adjourn. Shannon Blocker moved to adjourn the 2023 KACAA Spring Workshop business meeting and Aaron Hyland seconded, meeting adjourned.