

Kansas State Extension Advisory Council (SEAC)  
August 20-21, 2015

The State Extension Advisory Council was called to order by Wally Wolfe, Chair at 3:00 pm in the Eisenhower Library in Abilene, KS.

**Members present:** Wally Wolfe-Chair (NE Area), Ray Bartholomew (NE Area), Rhonda Gaede (NW Area), Rich Barr (Metro), Marvin Beesley (NW Area), Brad Carter (SE Area), Larry Justice (Metro), Dave Twiner (SW Area), Jim McClung (SE Area), Richard Poland (SW Area), Ken Moldenhauer (Metro), Diana Gauntt (NE Area), Tatum Kimzey (NW Area), Lisa Pfannenstiel-Garrison (Metro), Jodie Bartelson (SE Area)

**Kansas State University Administrators Present:** Daryl Buchholz-Assoc. Dir. Extension & Applied Research, John Floros-Dir. Of Research & Extension (Thur. ), Paula Peters-FCS Asst. Dir., Gregg Hadley-ANR Asst. Dir., Dale Fjell-NE Area Admin., Chris Onstad-NW Area Admin, J.D. McNutt-SE & SW Area Admin., Barbara Stone-4-H Asst. Dir., Zelia Wiley-Asst. Dean & Dir. Diversity Programs (Thur.), Jim Lindquist-FO-Asst. Dir. (Fri.), Steven Graham-Asst. to the Director (Fri.), Laurie Chandler-Associate Program Leader.

After introductions and a welcome from Dale Fjell, Dean and Director of Research & Extension, John Floros, spoke about the state of Extension in Kansas. He reported that they are in the 2<sup>nd</sup> round of interviews for the Extension Marketing Specialist. They should complete interviews soon. He feels that KSRE and the 5 colleges it encompasses are on track to be one of the Top 50 Universities.

Dr. Zelia Wiley – Assistant College of Ag and Extension Diversity office – Gave an update on the diversity programs and accomplishments including training of 87 employees on “Navigating Difference.” This will also be used in the 4-H programs to help reach underserved audiences.

Dr. Barbara Stone introduced our program for the afternoon-Program Expansion & Culturally Sensitive Programming.

She reported a steady increase of 4-H membership with the past year’s increase of 9.5%, but they are not satisfied with that growth – Aliah Mestrovich Seay, Diane Mack, Jill Martenson shared ongoing work to reach underserved populations. Creating partnerships and relevant programs are the best ways to increase participation. There is “First Generation Families” initiative mainly in Southwest Kansas where culturally sensitive programming is created. They are working to have Spanish/English on all websites and a new Spanish New 4-H Families Guide.

Diversity – WHO WE ARE SERVING- Ethnic, racial, cultural difference, socio-economic status, ability, sexual orientation, gender issues, religious background, and STEM initiative for boys and girls. We have to navigate those differences and make our programs welcoming to all, not expect them to adapt to us. KSRE has hired bilingual/bicultural summer & fall interns – in Ford & Barton Counties this summer and coming this fall Seward, SW and a 3<sup>rd</sup> intern.

Jill Martenson told of her success with SPIN clubs in Dickinson County. (Special Interest)- These are usually 6 hour courses with a culminating event at the end. It was a successful way to get volunteers but for a shorter time commitment.

We adjourned and met at the Brookville Hotel for a wonderful fried chicken dinner.

### **Friday, August 21, 2015**

**Daryl Buchholz reviewed Extension’s Compelling Goal:** “Increasing the reach of Kansans receiving high quality Extension programs that make a difference in their lives” - Need to reach a broader audience and make them feel welcome.

**Extension’s Strategic Plan-** packet distributed – Vision – KSRE-CE will be the valued and trusted provider of Knowledge for Life and educational solutions needed by the people of Kansas, the nation and the world. Goal 1-Lead and advance our state by providing and empowering Kansas residents with the knowledge, education and facilitation needed to address the Grand challenges and enhance the quality of life and livelihood of people and their communities. Goal 2 –

Build our human capacity and infrastructure to readily address the Grand Challenges and accomplish our vision and goals.

**Program Development Committees & Program Focus Teams as our Model of Programming**-Gregg Hadley- New PDC curriculum is slowly changing the culture and greatly improved – Program Focus teams- agents and specialists come together to develop programs for the state. Try not to duplicate the development of new programs in each county- Agents said something missing between PDC and Program focus teams getting communication. Get PFT on track and PDC more engaged and making sure leaders are focused on Kansas needs. State wide action plans – outcomes and measurement tools – making it more efficient to develop the product – getting away from Expert model. A suggestion was made to use social media groups that would allow PDCs to discuss between themselves. Don't let PDCs operate in isolation or a vacuum increase a larger group of knowledgeable people. Have to focus as a system, not individual groups.

**Agent Orientation/Professional Development:** Building a greater capacity among employees- Hire 10% of workforce every year 20-30 agents every year. 12-18 months of training for new agents. Critical Elements: Hand out of programs rolling out September 1 – Delivery was KSU staff and Specialists, now including “Super” agents. Continue to have a mentoring program. Continuing education from Program Focus Teams for content area training to keep knowledge fresh and up to date is available. Ten percent of an agent's time should be used professional development. About 3 weeks in a year, on an annual basis – experiences, field trips, classes, professional conferences, etc. A question about how much should districts and counties budget for this training was asked. Is there a collection of how much money by unit or county is spending on professional development? So boards can tell applicants what we spend on them. SEAC needs to encourage boards to invest in professional development. Boards may need to prioritize which events agents go to and spend dollars.

**Performance Review & New Reporting System Demonstration:** New computer system – different look, but greater emphasis on PDC Engagement Plan and volunteer screening and management. Past information is still available in the new system. It was reported that there is an issue of agents meeting deadlines to get reviews to Area Director and board chair person. Need to encourage completion by all board members. Evaluation should be a continual process, not just an annual event. Take executive sessions occasionally to make sure board is communicating. There is a section for professional education that the agent fills out, it was suggested a report be developed of costs to help boards budget.

**Memorandum for Local Extension Units: Aligning w/Compelling Goal & Strategic Plan for Extension** - Reviewed with suggestions made: Add “s” to aspiration at end of preamble. #3 of Agreement of Basic Principal remove “and encouraged.” Under Local Extension Unit agrees to #8 remove “K-Pics” and word as state data collection or such. #12 Change first sentence “Establish staffing needs for personnel and programming goals based on budget allowances.” #11 add volunteers “working with youth and other vulnerable populations” (so that ALL volunteers such as SEAC members do not have to undergo background checks if not working with these cultures.) Suggestion made to have the Board Excellence survey to include local unit review of the memorandum of understanding annually. Hope to get out to county directors by Annual Meeting and then distributed during Partnership meetings in 2016.

#### **Administrative Update:**

Potential Tax Lid Law – Jim Lindquist – 2018 budget Cities & Counties could not levy ad valorem tax greater than cost of living increase – More and more county commissions are saying that extension is not a central part of their mission. Currently Extension units not included, but may be including in future. Counties are starting to ask about districts.

Fair Labor Standards Act – Jim Lindquist- Wage threshold for exempt from overtime \$23,660 up to \$50,440. It was stated that this change does not require legislative approval. It is currently in the “comment” period and there has been noticeable opposition from the business community. 106 agents fall under the threshold of \$50,400.

Position Management: Have kept extension agent positions. Last 12 months added 2 extension agent positions. There are a couple districts looking at adding agents. Five area/campus faculty positions are currently advertised to be filled.

The State 4-H office now uses an email service to send out State Events to possible interested parties. It was mentioned that some county agents feel they are not informed of State offers before they go out and causes them to look unprepared. It was stated agents do get it before the general public, and a comment added that the "event may or may not be supported by your local extension office."

**SEAC Business Meeting:**

Rhonda Gaede moved and Brad Carter seconded a motion to approve the February 16, 2015 minutes as written by Secretary, Jodie Bartelson. Motion passed.

Tatum Kimzey moved and Rhonda Gaede seconded a motion to approve the treasurer's report as presented by Richard Poland. Motion carried.

Richard Poland reported the proposed slate of officers: Chair-Rich Barr, Chair-Elect- Jodie Bartelson, Secretary-Rhonda Gaede, and Treasurer- Richard Poland. Richard Poland moved and Brad Carter seconded the nomination. Richard Poland move nominations cease, Ken Moldenhauer seconded the motion and the motion passed. Tatum Kimzey moved to cast a unanimous ballot for the presented slate and Ken Moldenhauer seconded. Motion passed.

Jodie Bartelson moved and Diana Gauntt seconded that we accept the proposed by law change as written. Richard Poland moved to amend to read "completed" instead of "served." It was seconded by Dave Twiner and the amendment passed. The motion was approved as amended. Kansas State Extension Advisory Council By-Laws Section 2, Part B, Second Paragraph will now read:

Each elected member shall have completed a minimum of two years and currently be serving or within the last two years have served on a County Executive Board or a District Governing Body. Elections are conducted at the annual partnership meetings. The Board Chair or an appointed Board member representative from each local unit is eligible to vote.

Public Issues Leadership Development Conference: April 10-13, 2016 - Please let Daryl Buchholz know if you are interested in attending. Flight/Lodging and most meals are provided or reimbursed for member. Spouse or family is welcome to attend at their own expense. You are encouraged to attend sometime in your 4 year time on the council.

SEAC meeting and visit with legislature will be February 15 & 16, 2016 in Topeka.

Partnership meetings: Jan 20 Lawrence, Jan 21 Wichita, Jan 26 Scott City, Jan 27 Russell

Rhonda Gaede moved that we adjourn. Brad Carter seconded the motion. Motion passed.

Submitted by:

Jodie Bartelson, Secretary