

**Mirror Twin Brewery
KASEP Fall Meeting
November 3, 2017**

By Kim Leger, KASEP Secretary

President Nicole Gauthier called the meeting to order at 10:04 EST on November 3, 2017 at the Mirror Twin Brewery, located at 725 National Avenue, Lexington, Kentucky. She opened with general announcements and stated that a casual feeling for the meeting would be observed. Lastly, Nicole described the agenda for the day as follows:

- 10:30 -12:00 professional development and “hard work”
- 12:00 – lunch & tour, followed by ample time for networking

Nicole then described the meeting theme “The Back to the Future: The New Era” as it relates to the changes to the Extension service programs at UK and KSU. The KASEP officer team shirts reflected the theme of the meeting, as well as highlighted the officer team. “We are entering a new era while keeping the lessons from the past.”

Nicole then introduced participants to the KASEP Executive Committee and Board of Directors who were in attendance:

- Nicole Ward Gauthier – President
- Tyrone Atkinson – Vice President
- Kim Leonberger – Treasurer
- Kim Leger – Secretary
- Morgan Hayes – Board Member
- Travella Free – Board Member
- Jimmy Henning – Board member
- Nancy Calix – Board Member
- Maria Harris – Board Member
- Paul Vjayakumar – Board Member

Nicole also introduced the UK and KSU Extension administration in attendance:

- Dr. Rick Bennett, Plant Pathology
- Dr. Gary Palmer, Interim Associate Dean UKY CES
- Dr. Johnnie Westbrook, Associate Extension Administrator, KSU
- Louie Rivers, KSU
- Willy Howard, UK District 3 Director
- Jenny Cocanoughner, UK District 4 Director
- Natasha Lucas, UK District 1 Director
- Daniel Wilson, UK District 2 Director

Nicole then introduced Dr. Gary Palmer, University of Kentucky Interim Associate Dean for Cooperative Extension Service and Dr. Johnnie Westbrook, Associate Extension Administrator at Kentucky State University. They offered greetings to the members of KASEP:

Dr. Palmer thanked the delegation for coming to the meeting, as it is important to gather at such events for communication across departments and across universities. Additionally, he reported on the tough challenges ahead, but stressed the need to deliver outstanding programs in economically depressed times. Dr. Palmer described his experiences as a program director, seeing first hand agents inviting specialists out to the counties and agents getting specialists involved in local issues. Dr. Palmer then described the difference between an agent and specialist, as the agent may have seen an issue only a time or two, specialists have experienced those issues several times. He mentioned the effects the issue may have on the county and beyond, but that collaborations can make positive impacts. Dr. Palmer would like to see more specialists collaborate with agents on projects and programs. Dr. Palmer reiterated that he is pleased with the collaborations between KSU and UK Extension, noting that partnerships are also being created on campus with UK Extension and UK Healthcare. However, he also noted that UK Healthcare's budgets are also being cut; therefore, these partnerships may be tougher to organize. Dr. Palmer also congratulated the Attorney General's partnership with UK Extension to highlight fraud alerts. Dr. Palmer added that in partnerships that Extension should not just provide an audience, but have a key role in the partnership as well. Dr. Palmer ended his greetings stating that Kentucky's Extension faculty and staff are the most well trained as they have ever been at any given time, and to have a great collaborative day.

Dr. Westbrook stated that this is his first KASEP meeting. Dr. Westbrook noted that his work history included over three different states, partnerships, and collaborations. However, he noted that the current collaborations between the University of Kentucky and Kentucky State University is the best of those experiences. Dr. Westbrook stated that a specialist-focused meeting like KASEP allows for collaboration between specialists and departmental teams. Dr. Westbrook described himself as a creative person, having opportunities to share ideas. He reiterated that Kentucky has the best Extension system in the world, and promised that as long as he is in position at KSU, will continue to support those collaborations. Dr. Westbrook then introduced his staff in attendance and the program areas they serve at KSU. He reported that three new KSU 4-H agents were hired this year. Dr. Westbrook noted that Kentucky State University is also facing budget constraints. Therefore, KSU will be on a hiring freeze until next August. Lastly, Dr. Westbrook noted that he looks forward to future KASEP meetings, and brought a handout that describes the role of specialists and the role of agents. He closed with a sincere thank you from Kentucky State University.

Tyrone Atkinson and Maria Harris (KASEP board members) then led an icebreaker activity to help KASEP membership to communicate and get to know one another.

The activity took place as follows:

Everyone chose a piece of candy from the table where they were seated. Each participant was given an activity form with the four types of candy offered. Participants wrote their name next to the type of candy they chose. Next, attendees were tasked with finding persons who had the other three types of candy. This, in turn, would create seating arrangements consisting of four different people who were not originally sitting together. Communication between the new tables was started with the following questions based on type of candy chosen.

- Red skittles – If you had an endless supply of any food what would it be?
- Purple skittles – If you could work from home in any place in the world, where would it be?

- Red starburst – What is your favorite thing about the holiday winter season?
- Pink starburst – What is one goal that you would like to accomplish in your lifetime?
- For all - If you could invent something or make something better to help all Extension what would it be?

Nicole then introduced Michelle Jones, University of Kentucky Human Resources, who led an activity entitled, “Facing the Challenge of Change.”

Michelle utilized a group method tool to find the challenges that the Cooperative Extension programs areas face during this difficult time.

Each person was to reflect upon this question:

- What challenge do you see in your area due to the changes to the KY Extension system?

Each person was then given the opportunity to explain the reason for his or her issue, through discussion at his or her table. Issues were written onto color-coded post-it notes.

A matrix was then passed out at each table with an x / y-axis. The y-axis labeled as the agreement axis and the x-axis was labeled as uncertainty. The higher the level the more chaos. Participants were not allowed to change the challenge they identified after this point. Michelle described the levels in the matrix as the following:

- What is the degree of challenge?
- What is the degree of uncertainty?
- What is the recipe for changing?
 - Simple - straightforward
 - Complex – too many outcomes – ex. Raising children
 - Chaotic – like children’s game “Pin the tail on the donkey”

Program disciplines were then asked to plot their issue/challenge (color-coded by program area) on a wall-size matrix via discipline: 4-H, ANR, FCS, and “other” programs.

Once the items were plotted, groups then split up to their program areas to address the issues that were plotted onto the wall matrix for all to see. Each group was tasked with developing alternatives to address those issues in a positive matter.

Michelle then stated the Five Essential elements for an enduring and resilient result to those challenges.

1. Purpose – to get to the heart of the purpose, why is this important to the larger community?
What is your purpose based on the program area challenge?
2. Principles – what should we do or not do to get the purpose
3. Participants – who needs to be included
4. Structure – realign people or structure
5. Practices – practices to achieve purpose

Each group worked independently, and then as a group, defined the five essential elements to their challenge.

ANR – Report

- Challenge - fewer people on the ground and struggle to maintain credibility – we need to be better than a “Google search”
- Principle – trust and science-based reliability in the eyes of clientele
- Participants – agents are key to this process, specialists, community, commodity groups, farmers
- Structure – cross training, clear communication, double duty solutions that are acceptable to the community
- Practices – resources that are action-oriented, land owners, managers, famers, multiple goals with one action

FCS – Report

- Challenge – morale of extension specialists and agents
- Principle – listen to understand and listen to clientele, not to do one or the other, don’t make promises we cannot keep
- Participants – agents, specialists, leaders, volunteers, homemakers, 4-H volunteers, stakeholders
- Structure – open to communications and open to how to deal with solutions.
- Practices – we are not going anywhere, continue to deliver effective programs

4-H/ Others - Report

- Challenge – lack of resources and lack of training, need to set staff up for success with sufficient tools and staff, have an understanding of those tools, have specialists understand the programs of youth and families
- Principles – stay true to who Extension is, hire staff with a particular skill set to deal with Extension issues.

Nicole closed the meeting activity with pizza lunch, brewery tour, and ample time for networking and collaboration-building.

Meeting Adjourned.