

KASEP
Kentucky Association of State Extension Professionals
Spring Meeting
Spindletop Hall
April 14, 2017

President Marisa Aull called the spring meeting to order at 10:12am on April 14, 2017 at the University of Kentucky Spindletop Hall. Marisa then made introductions of fellow officers Kim Adams Leger – secretary, Tanya Dvorak – Treasurer and presented a small gift of appreciation.

Other board members present included; Louie Rivers – KSU, Tyrone Atkinson – UK, Ken Culp III – UK, Nicole Peritore – UK, and Brooke Jenkins Howard – UK. Marisa then presented each board member with a small gift of appreciation.

Marisa then introduced Dr. Kirk Pomper, Director of KSU Land Grant Programs, to give greetings on behalf of KSU to the association members present.

Dr. Pomper gave a brief update from KSU: Additional funding has been acquired, to match federal dollars. Asst. Prof. of Urban Agriculture is a new employment position that will be opened. In addition, six counties were identified to fill KSU Extension Agents in those communities, as UK/ KSU grow together as one CES. Dr. Pomper thanked all specialists for their efforts.

Dr. Gary Palmer, Interim Associate Dean, UK CES and Assistant Director for Agriculture and Natural Resources, brought greetings from UK CES. Dr. Palmer reiterated the importance of specialists work to the CES mission. Dr. Palmer noted that due to budget cuts have created open vacancies in agent's positions for an extended period. In addition, the CES UKY internal audit has created budget cuts. Dr. Palmer also noted of his own employment history as a program assistant at the University of TN, and went back to school to further career in extension. Dr. Palmer noted the importance of agents.

Career Ladder – Dr. Tanya Dvorak

Dr. Tanya Dvoark reported that KASEP Career Ladder Committee met and developed a specialist's career ladder plan based upon survey of specialists, associates, and faculty. Tanya reported the title of specialist, senior, and principle agents. The survey reported that many would prefer a career ladder similar to UKY CES agents. Other information regarded the need for professional development discovered in the survey as well. The survey committee expanded to include others to work on specialist career ladder. (See proposal for committee names) program coordinators needed to be included in the proposed ladder, and others that are not included in traditional associate/ specialists. (See attached proposals) Other states were reviewed Texas A & M and Kansas.

The proposal is a working document, and due to the many situations across the university, table discussions were created to get any information regarding the proposal.

1. Would you support a career ladder for Specialists and associates?
2. Would your department support a career ladder for specialists and associates?

3. Ideas for changes?

Committee members took notes from each table for each suggestion for those suggestions to go back to revise proposal.

Martha Welch suggested that Dr. Henning make remarks on the proposal. Dr. Jimmy Henning noted that the association was developing this proposal in the correct way. "Everyone or no one should be included" in addition, KEASP needs to contact HR to make sure everything is correct according to HR policy. Financial capabilities also needs to be considered, and money to be built into the ladder.

Debra Cotterill noted that FSNEP had recently developed a career ladder for paraprofessionals.

Ken Culp III noted that when he was changed from senior to principle specialist, he did not get a raise. Therefore, financial incentives needs to be built in the career ladder proposal.

Strategic Initiatives...What Do They Mean for Associates and Specialists - Dr. Jimmy Henning

Dr. Henning presented with attached documentation of the strategic planning initiatives. The initiatives are the big major programs and ideas that relate to CES.

- Reason for strategic initiatives

PAC codes - needed to be uniform in language across all areas of FCS, 4-H, ANR, and match UK/KSU

Program Leaders met as strategic initiatives created a complete do over

Featured programs under the current system were programs could not tie back to the featured program that created the major change.

- Old system – used PAC codes, featured programs, evaluations, and priority indicators
 - New system – utilizes initiatives, programs (could also be major objectives),
 - Program indicators – evaluation specific to programs or objectives – new system still need swork in program indicators
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- Agents report against SI programs and not PAC codes
 - Language adopted from FCS – so adopted language
 - Used program ls from leaders
 - Advisory groups
 - Integrated initiatives from program leaders

SI Teams

- Specialists, associates and agents
- Charged to develop
 - Major programs or objectives
 - Evaluation questions
 - Logic models if that was appropriate

The Big Payoff

- Report the # of those impacted by extension
- Document impact of specific programs
- Provide agents with data for success stories

- Provide specialist with aggregated data
- Provide aggregated Data to Federal

What should specialists and associates do?

- Realize agents know the indicators are there and can report against any of them in KERS
 - Construct custom combinations of program indicators for agents if needed
- Communicate with agents to let them know that we are willing to assist

Dr. Ken Jones and Dr. Jimmy Henning closed the session by answering any questions of the audience for any specific needs and issues.

Finding Joy in the Workplace, Jackie Hanson, UK Wellness – Jackie Hanson, MS, TTS, CHWS

- Jackie Hanson, MS, TTS, CHWS was introduced by Marisa Aull, Chair and her position in UK Human Resources.
 - Jackie then played music and requested that each person get up and move introduce themselves to someone they have not had the opportunity to talk to.
 - Jackie noted that she promoted wellness through smells placed on cotton balls of lavender and citrus
 - What do you love to do or what makes you happy?
 - When you are the most creative at work, what are some things that you do to stay passionate and creative in the workplace?
 - What are our biggest struggles? What stills your joy at work? (CES =Overwhelmed)
 - Listen to the emotions, feelings, and acting on those changes.
 - The How of Happiness? Book by Sonjia
 - 40% intentional activities (this is the part of life we have control over)
 - 50% is genetic set point
 - 10% are life circumstances
 - If we are trying to be something that we are not, will make you an unhappy person
 - How to increase happiness
 - Expressing gratitude
 - Cultivating optimism
 - Avoid over thinking and social comparison
 - Practicing acts of kindness
 - Nurturing social relationships
 - Developing strategies for coping happiness activities
 - Learning to forgive
 - Increase flow experiences
 - Savoring life's joys
 - Committing to your goals
 - Practicing religion and spirituality
 - Taking care of body through meditation, physical activity, and acting like a happy person.
 - "We either make ourselves miserable, or we make ourselves strong. The amount of work is the same." – Carlos Castendea

- Compliments were given to others – gratitude game
- Jump for joy
- What can I do to be happier and more grateful in this moment?

KEASP took a brief intermission for lunch

Marisa Aull reconvened the meeting at 12:27pm EST, awards presentations.

Award Presentations

Dr. Ken Jones

- Extension Coordinator Recognition, - this position serves as the contact to make sure CES stays at the forefront for faculty and others.
- Animal Science Specialist Tony Pescatore, PhD, outstanding extension coordinator award

Marisa Aull presented Steve Patton with thank you award for assistant

Dr. Les Anderson, Awards Committee Chair (Tony Pescatore in Leiu)

- M.D. Whiteker Award for Excellence in Extension
 - Winner - Greg Rentfro
- Outstanding New Extension Faculty Award
 - Winner – Paul Vijayakumar, PhD
- Outstanding Project Award
 - Winner, Melody Nall and team
- Outstanding Program Award
 - Winner, Melissa Bond

Business Meeting

President Marisa Aull called the business Meeting to order at 12:43pm EST.

- Secretary's Report
 - 2016 Minutes were distributed in the annual report. Accept minutes as presented with revision by Ken Culp III and seconded by Louie Rivers. Motion passed with revisions
- Budget & Financial Report

Financial Report provided in the annual report. Dr. Tanya Dvorak explained the financial status of KASEP and the report. Motion made by Ken Culp III to accept the financial report. Seconded by Tyrone Atkinson. Motion passed

New Business

- Presentation of Officer/Board Members Slate
- President –Nicole Gautheir
- President Elect – Tyrone Atkinson
- Treasurer – open
- Nominations to serve on the board
 - – nominations from the floor,
 - Dr. Jimmy Henning
 - Mariah Harris
 - Paul Vijayakumar
 - Nancy Calix

- Audit Committee Appointment
 - Chris Shockwell
 - Ken Culp III
 - Debra Cotterill

With no other new business, Brooke Jenkins made a motion to adjourn the meeting, seconded by Tyrone Atkins

Post Script:

Nicole Gauthier, President nominated Kim Leonberger for treasurer by email on April 14, 2017 at 2:36 PM EST (following the meeting). Kim Leonberger accepted the nomination by email April 24, 2017 at 12:24 PM EST.

Respectfully Submitted,

Kimberly Adams Leger
KASEP – Secretary 2015-2017