

**UMEA Board Meeting
January 10, 2008
Memorial Union-Stotler Lounge**

UMEA President Karisha Devlin called the meeting to order at 10:10 a.m. and welcomed everyone. Members in attendance were: Marsha Alexander (President-elect), Wendy Flatt(1st Vice-President), Joe Koenen(2nd Vice-President), Ted Probert(Treasurer), Maudie Kelly(Secretary), Linda Rellergert, Tammy Roberts, Tom Keohan, Virgil Woolridge, Johanna Reed Adams, Donna Clavin Mistler, Bob McNary, Eleanor Kloeppe, Kathy Bondy, Mary Anne Patten, Janet Hackert, Meridith Berry, Randa Doty, Beverly Maltzberger, Pat Snodgrass, Marcia Shannon, Jim Humphrey, Randy Saner, and Dave Hileman. Joining the group later were: Dr. Michael Quart, Bev Coberly and Delores Shearin.

Minutes of the October general membership meeting (held at Galaxy) were reviewed. Bob McNary made a motion to approve the minutes as presented. Tom Keohan seconded the motion. Motion carried.

Treasurer's Report: Ted Probert passed out copies of the financial report. He noted that under 'gifts and memorials' there was an expense of \$30 used to purchase a shirt for Mike Alden after his presentation at Galaxy. There was also a refund check from Galaxy for \$364.25. We currently have 134 paid members which is 5 less than at the end of last year. Specific totals are:

Checking Account Current Balance	\$9,760.66
Certificate of Deposit (16 mo. @ 4.64% APY)	\$5,235.35
Certificate of Deposit (1 mo. @ 3.00% APY)	\$7,220.48
Fidelity Growth & Income (145 shares @ \$25.52/share)	\$3,700.40
Professional Development Account	\$5,543.75
Distribution Account	\$4,292.31
TOTAL ASSETS	\$35,752.95

A motion was made by Meridith Berry to approve the treasurer's report as presented, seconded by Pat Snodgrass. Motion carried.

Update from UMEA Officers:

Karisha reported that there are several goals the officers would like to focus on:

- *increase membership this year and ask all members to go back to their regions and encourage colleagues to join or renew membership. If you know someone who dropped membership, try to find out why and let one of the officers know.
- *get a newsletter going again
- *continue to talk to new cohort groups and give updates at regional meetings
- *serve as an advocate for field faculty & staff and serve as a link to administration
- *revise our mission statement

Comments about goals:

Randy Saner: UMEA website has all of our information on it, but people don't know to go there so we need to promote it more.

Jim Humphrey: do we have a list of people who have been members before but are not now?

Tom Keohan: we need to start in orientation with new employees. Karisha replied that she has been in touch with Mark Stewart and has asked that we be included.

Karisha asked "How can we do a better job in getting state specialists to be involved?"

Marcia Shannon: Should our mission statement include campus staff? She has promoted UMEA through word-of-mouth. Maybe we could also let them know about professional development dollars.

Donna Clavin Mistler: another issue is fees/dues. After association dues, ESP dues, etc. some may not want to pay any more. Some counties pay these dues. If we could get more Extension Councils to support professional development dues and fees, it might help.

Randy Saner: Dues can't come out of state tax dollars, but need to come from a 2000 account.

Ted Probert: 15-20% of counties pay the total amount, while others pay a portion. Those counties that do pay tend to have more joiners.

Mary Anne Patten: when she was a teacher, dues were deducted from her paycheck—is that a possibility?

Professional development dollars: many believe it would be a good idea to increase the amount to at least \$500.

Virgil Woolridge: several years ago we had a card that identified us as UMEA members. If we could have a card that would give us discounts when we are on campus, it might help. He also knows people who think UMEA does nothing for them, so we need to get some new faces on board.

Meridith Berry: If the career ladder is approved, membership in UMEA could help members in the process.

Linda Rellergert: we need to promote direct benefits, such as educational fees reduction for spouses & children.

Bev Maltsberger: we need benefits that are only available to UMEA members.

Meridith Berry – we need an idea to celebrate UMEA members at regional staff meetings.

Donna Clavin Mistler: heard that on performance evaluations, less than 50% belong to professional associations.

Janet Hackert: hears people say that they can't financially be a member of everything.

Dave Hileman: pointed out that UMEA helped get improved medical benefits.

Janet Hackert: can someone just be in UMEA? Maybe we can promote that.

Virgil Woolridge: It might help if we could accept debit/credit.

Meridith Berry: use a ribbon or sticker on nametags at Annual Conference or Galaxy.

Donna Clavin Mistler: maybe we need a new committee, Membership, to work on these issues.

Meridith Berry & Marcia Shannon agreed to be on a Membership committee.

Pat Snodgrass: Several years ago UMEA helped get improved salaries.

Karisha reported that the UMEA President is now invited to meetings of off-campus operations and PLC (comprised of regional directors, program leaders, all 4 campus representatives, and Ag Information services), which gives us more exposure.

PLC Meeting report (Karisha Devlin):

*The CPD conference will be April 23 & 24. The focus will be primarily on new CPDs of 5 years or less. It will not be mandatory for more experienced CPDs, but is open for them to attend if space is available.

*Annual Conference – Marcia Shannon is the chair for 2008, Glenda Kinder is the Co-Chair. The chairmanship will rotate each year between a state and regional specialist. Annual Conference is tentatively scheduled for late October in Columbia and hopefully actual dates will be announced soon. Invitations have been sent out to one person in each region to serve on the planning committee. Their first meeting is set for Jan. 22. The conference will have an “open” agenda with professional development being the focus. It will be specialists only, no staff, YPAs, or NPAs this time. Marcia asked that anyone who has speaker ideas for the whole group to let her or Glenda Kinder know.

*Legislative Day is March 5. Information will be posted on the website on January 11. There will be an ISE offered in the morning for Extension staff about stakeholder relations, talking points, etc. If you go, you are not required to take a vacation day, but you cannot meet with legislators. The evening before, March 4, the MU Alliance banquet will present an award to Rep. Frank Barnitz. The cost to attend is \$20. The organizers are hoping for 500 participants.

*Something else mentioned at the PLC meeting was concern about low morale of regional faculty around the state. Dr. Ouart and Bev Coverly would like to know what the concerns and issues are. They will address this more this afternoon and in planned regional meetings across the state.

The question was asked about whether or not the appointment of Rhonda Gibler as staff benefits representative was discussed in Dr. Ouart's meeting at the NE regional meeting on January 9. Karisha said that she had been told that Ken Hutchison said UMEA did not have a bonafide seat on the committee, that Sherron Hancock was just invited to attend. Dr. Ouart was finally able to get him to agree to put Rhonda on as a member, but there are still many concerns that she is not field faculty.

Association Reports:

MAEP: a written report was sent by President, Amy Schleicher. Their other officers are: President-Elect- Matt Herring, Secretary-Karisha Devlin, Treasurer-Kevin Hansen, and Past-President-Parman Green. They had a recent membership drive and now have 67 members and 1 Life member. Their officers will meet later this month. Amy will attend the JCEP meeting and Matt Herring will attend PILD. The national conference will be July 13-17 in Greensboro, NC.

MEAFCS: Tammy Roberts reported that they have 32 members, with goals to increase membership and increase the number who apply for awards. They will be supporting 2 national officers: Kathy Dothage as President and Diana Milne as Secretary. Tammy and Lynda Johnson will attend JCEP, and Lynda will attend PILD.

MAE4-HYW: Kathy Bondy reported that they have about 60 members including paraprofessionals. They will be sending out a newsletter soon. They will be meeting in April in conjunction with the FNP program and will also have a retreat that month. Meg Sage Mach, President-Elect will attend PILD. Both Meg and Kathy will attend the JCEP meeting. They will sponsor a statewide leader forum in the fall.

UECRDA: Virgil Woolridge reported that they have about 20 members. On March 12&13, they will be offering an ISE on economic development and entrepreneurship. It will be open to anyone in CD, BD & Ag Business, and to others with special permission. Virgil will attend the PILD meeting.

ESP: Bev Maltberger reported that they have 72 members this year, 3 more than last year. Barb Casady will attend PILD, and Bev and Mark Stillwell will attend JCEP. Their officers are: President-Bev Maltberger, President-Elect, -Barb Casady, Secretary-Rhonda Gibler, Treasurer-Bob Schultheis, Annalist-Janet Lafon, and Past-President-Mark Stillwell. Bev encouraged everyone to visit ESPnational.org as there are some scholarship opportunities.

Karisha said a few of UMEA future meeting dates may have conflicts with Dr. Ouart's and Bev Coberly's schedules. She might need to change the March 12 Centra from the morning to the afternoon so Bev & Dr. Ouart can attend. The August 12 meeting may need to be changed to a totally different date as that is the PLC and off-campus meeting.

Meridith Berry gave an update on our website. If any association has a national officer or award winner who is also a UMEA member, please let her know so she can get it on the website. Meridith also noted that Dr. Ouart is really supporting the eXtension efforts, so having an eXtension ID may help if we are ever approved for career ladder. It's free to join. There are 16 new communities of practice to be launched in Feb. 08. New communities forming for 2008 are: Families, Food & Fitness, Water Quality, Renewable Energy, Meat Goat Industry and Living with Fire.

Committees Reports:

The web site is out of date so names of regional representatives on the various committees need to be updated. Committee member should attend Centras if the dates are available just so they know what's going on. The Awards committee needs a chairperson.

Professional Development: The committee approved 2 requests for scholarship dollars. They had some discussion about the progress of the career ladder and the possibility of an increased stipend for CPDs. They endorsed the idea to increase the scholarship amount to \$500, but felt it needs to go back to the budget committee to set limits on the amount/year. Donna Clavin Mistler noted that it might help to publish who is receiving the dollars and what it will be used for.

Nominations & Awards: Ronda Doty has agreed to be chairperson. They will take applications pretty much the same as last year, but will ask for a short biography as part of the package (to be used to make a program if an award recipient). We need to start now encouraging people to nominate colleagues for the awards.

Budget: The following FY 2008 budget was proposed:

INCOME:	
UMEA dues (145 members)	\$4350
Awards Donation	<u>\$1500</u>
TOTAL	\$5850
EXPENSES:	
Cash awards, plaques, etc.	\$1500
Bonding, Bank Fees	\$200
D.C. Leadership Conference	\$850
Gifts and Memorials	\$100
Postage and Shipping	\$30
Supplies	\$75
Travel	\$3000
Legislative Day	<u>\$95</u>
TOTAL	\$5850

Motion to approve the FY08 budget was made by Donna Clavin Mistler, seconded by Jim Humphrey. Motion passed.

A question was raised about increasing the mileage rate for travel. Our last increase was 2 years ago. Jim Humphrey made a motion to increase the mileage to .45 for more than one person traveling in a vehicle and .35 for single drivers. Bob McNary seconded the motion. Motion passed.

Administration Update with Dr. Ouart & Bev Coberly:

Karisha thanked them for arranging their schedules in order to meet with us.

Dr. Ouart addressed the following topics:

1-Communication – he will continue to do video clips, some with guests. There will probably be some more changes in written communication. He has meetings scheduled in all of the regions and will try to get to the borders and corners of the state this year as he tries to visit all counties in Missouri.

2-Budget –the final Federal budget is being finalized and is up just a little. For the state budget, he will continue to support GrowMO to the legislature. Compete MO will continue with a proposed \$300,000 reallocation each year for the next 2-3 years. He does not expect to lose positions. GrowMO in the University of Missouri budget request for FY2010 is 5.5 million dollars. He expects to see an overall increase in county budgets.

3-Revenue Generation – we need to diversify our funding streams. We have done a good job with grants and contracts. Our greatest opportunity to grow the budget lies in fees and gifts, such as endowing staff, Extension offices, etc. Sponsorships are also important and in-kind are not insignificant.

4-Staffing & Staffing Plan – he is just about ready to see (with RDs & PLs) how staffing will/could look with a decreased budget, steady (240 FTE), and increased budget.

5-Career Ladder –He has looked at it again, especially in three main areas: titles of positions, scholarship (feels this needs a new name), and revenue generation. CAFNR already has a document, HES is developing one. In reference to scholarship, there has been broad discussion about ways to define poster presentations, oral presentations at national meetings, and written guide sheets that are peer-reviewed. eXtension may play a role in defining scholarship. At some point the Provost will need to act on the career ladder.

6-Annual Conference –We will now be split into 2 separate conferences. The professional conference will rotate between a state specialist and a regional specialist as chair person. We are looking at October 2008 for Annual Conference. This year, it will be for specialists only. In 2009, all “program” people will attend—specialists, YPAs & NPAs. Support staff will have their own conference. The first is tentatively scheduled

for January 2009. Both meetings will be in Columbia. There will be no Missouri Galaxy since annual conference will be in the fall. Professional associations will definitely be a part of Annual Conference.

7-Legislative Day –An ISE will be targeted to CPDs who bring Council members about practicing for next year, messages to take, key issues, etc. Education should be done in our home communities to legislators about the good things we’re doing. We need to educate our citizens who are coming to Legislative Day. The maximum number for the ISE will be at least the number of CPDs. ‘Train & Trust’—we need to teach our Council members how to approach legislators and trust that they will deliver the right message.

8-Morale –There is continuing frustration with WebApps. Maybe we should just stick with it for a while after the final changes in the sessions piece.

It came up in the NE Region meeting about some of the ‘top down’ decisions such as volunteer training for 4-H.

There are many questions/concerns about CPD duties and stipend.

It was brought up about the ‘tone’ of specialists’ salary letters with options only to accept or give the last date of employment.

Dr. Ouart was asked, “What is the big picture of what you want out of WebApps?” He replied that it would be for “all of the above” to report to legislators, feds, curator, etc.

The final piece of the day was a new Marketing video presented by Dolores Shearin. The sound quality was poor due to not having extra speakers, so she will get it out via email or on the web to everyone.

Meeting adjourned at 3:00 p.m.

Respectfully submitted,

Maudie Kelly

