UMEA Board Meeting  
Wednesday, February 22, 2012, 1-4pm  
Adobe Connect

Members present:
Regional representatives:
Central—Kay Sparks, Linda Zimmerman; NE—Jim Meyer, Tracie Moore; SC—Bethany Schindler, SE—Sarah Denkler; SW—Nellie Lamers; WC—Lisa Wallace, Pat Miller; NW - Meridith Berry; Campus—Marcia Shannon, Sam White

Committee chairs:
Awards—Randa Doty; Finance—Cindy Zluticky; Professional Improvement & Staff Benefits—Shaun Murphy; Legislative Day—Bob McNary

Professional association presidents:
ESP—Karma Metzgar; MACEDEP—Chris Shoemaker; MAE4-HYW—Bob McNary and Karla Deaver; MAEP—Jim Crawford; MEAFCS—Sarah Traub

NTT representatives:
Tish Johnson, Marsha Alexander

Officers:
President – Amie Schleicher; President-Elect—Vivian Mason; Vice President—Kathy Macomber; Secretary—Melissa Bess; Treasurer—Cindy Zluticky

The meeting was called to order at 1:01 pm by Amie Schleicher.

Amie wanted to move a few agenda items (the minutes and treasurer’s report until after the NTT career promotion) because a few people need to leave early.

Legislative Day update – Bob McNary gave the report. Date for Legislative Day is April 3, 2012. There are 7 people signed up through Bob and 56 signed up through the ISE. Deadline is March 27 for the meal count so keeping promoting the event and he will take registrations as they come. Faculty need to go through ISE sign-up if they want travel and meal reimbursed. Council members and other guests (and if faculty want to take a personal day and not be reimbursed) will need to sign up through Bob. A packet of information and "gifts" will be provided to be taken around during the day. Talking points are usually part of that packet. The format of the rally and speaker will be the same, but not sure who the speaker will be this year. Email Bob if you have any questions.

Old Business
MU Flagship Council—Melissa Bess gave the report. UMEA made a donation to the Flagship Council this year and the past year. Melissa and Kathy Dothage attended the event on January 30, 2012. Dr. Ouart and Bev Coberly were also in attendance. Other attendees were Chancellor Deaton, Interim MU system president Steve Owens, football coach Gary Pinkel; as well as others from the University of Missouri. It was a good networking opportunity with legislators and we may want to look at giving a donation based on available funding and what the membership decides.
The minutes were sent out last week. Bob McNary made a motion to accept the minutes as presented. Vivian Mason seconded that motion. The motion was approved and the motion carried.

Cindy emailed out the treasurer’s report dated 2/20/2012. The only changes from the last meeting are that Cindy transferred $3,000 for the professional development distribution fund. She also updated the amounts from the University distribution account. We have spent almost our entire travel budget due to the face-to-face meeting in January. That should be the only one we have for the year. The money from the silent auction was distributed to the subject matter organizations after Galaxy. Jim Meyer made a motion to accept the treasurer’s report. Sarah Denkler seconded the motion. The motion is approved and the motion carried.

Amie reviewed the questions and concerns for MU Extension cabinet. Jim Meyer wanted to add a question about our Annual Program Review and what has been done with that information and how we are to proceed for the next year.

Dr. Michael Ouart, Bev Coberly, and Rhonda Gibler joined the meeting and addressed the questions and concerns that were sent by the membership.

1. Extension has been very quiet about a response to the Governor’s 12 1/2 percent proposed cut of higher education. Can you please share the plans being proposed to address the cuts?

   Information has been sent out via email. We have provided information to our councils to help push back. The state council visited with the Chancellor on February 1 and it was discussed faculty, staff, councils would get together and schedule meetings across the state. The governor originally made a big cut and then came back with a small increase. We should thank him for the increase but we are still receiving a big cut. We wanted to make sure we were moving forward with the council members and for them to provide feedback; we don’t feel as though we have been quiet. The Chancellor has said that he wants to plan some meetings with council members and worked with the MU Alumni Association with some meetings across the state (four locations) next month to talk about this some more. The dates and four geographic dates are: March 7 – KC area; March 8 – STL; March 19 – Chillicothe; March 21 – Cape Girardeau. Time is 6-8 pm. The focus of these meetings is information sharing.

2. Please provide guidance on what information we can provide to stakeholders in regards to the proposed cuts to higher education and what that could mean for Extension. Please also advise on when these materials might be available.

   The information should have been sent via email with the main message and background information. The document is called MU Extension budget bullet points for Senators, State representatives and the Governor’s office. The second page of that document has background information too. After the meeting, Amie will send out to those who have not seen the documents.

3. Earlier Dr. Ouart indicated that any downsizing of Extension faculty would be based on professional performance. Does this remain the criteria for who might be downsized and who stays employed?

   We have had attrition in some positions and we will look to absorb the cut with those positions. If we got to the point where we were cutting positions of existing individuals, it will be based on performance rather than “last one hired, first one fired.” Last year, we made a difficult but strategic plan with the TCRC cut. As we made decisions about where we are heading, there could be impacts for certain programs. We were able to hire back some TCRC individuals and keep them within the
organization. We will be treating all programmatic/general operating funded positions the same, including YPA’s, etc.

4. If we are still talking about some form of cuts and “teaching” is seen as a priority does that mean that Extension and Research will need to shoulder the larger burden and teaching will not see any significant cuts?
   
   There is a difference of opinion among a lot of people on this topic. When the state council asked a question about Extension taking a disproportional cut, he said that we are considered part of core and the answer is no. We don’t share in tuition cost, but is it thought that none of the core missions of the University will be treated any differently at MU.

5. Do we have enough vacated positions to meet the majority of these potential cut positions or has that been used up over the last two years of budget shortfalls.

   The bottom line is that we don’t know because we don’t know what the cut will be. We hope we have enough open positions to deal with that but we just don’t know yet. We’ve been cutting for so long now that we are getting up to the edges of being able to absorb that cut and figuring out how to move on. We can’t answer that until we know the end, right now the cut is 12.5% but we don’t know yet. We have been in budget crisis mode for quite some time and we have been conservative and have been cutting expenses, we can make decisions in a time frame and in a meaningful way. We need to look at overall staffing and we have managed ourselves in a way so that if employment has to end, we can do it in a less detrimental way.

6. Is there potential to reduce our budget shortcomings by either reducing the scope of Annual Conference or eliminating it all together.

   We have heard this question more than one place. We are not talking about not having Annual Conference or that we will reduce it. Those dollars are not recurring dollars; they are coming from a savings type place. The concern is that we have not been investing because we have been worried about the budget; we need to move forward as one. At some point, we choose to invest into our faculty and staff so we can be positioned to move forward. The budget talks are about recurring dollars and we really believe it is time to have an Annual Conference.

   A discussion about a “virtual” Annual Conference has come up, but we want to talk about some of the main goals from our strategic plan and the best opportunity is doing the conference face-to-face. The plan is to have a “virtual” conference for the administrative support staff. A committee is being put together and information is forthcoming. We can learn from this “virtual” conference approach to help plan for those events in the future.

7. County Annual Program Review—what feedback do we have, what changes are to be made, and how to proceed for the next year.

   A graduate student was compiling the information at the state level that came in from all the counties. The Program Directors were looking at this but we aren’t sure of the timing at this point. The Program Directors are conscious that we need some feedback so they are working on priorities and named programs, they know this information is helpful and we can expect to see something in the next few months. Mark Stewart and Mary Leuci are working on the process and it is thought that an updated calendar on the S drive under special projects. Perhaps they could be asked for a report to the membership.
Report from NTT Promotion Committee

Marcia Shannon, Marsha Alexander, and Tish Johnson gave the report. There will be a couple more trainings scheduled at the end of April or May and maybe another one closer to August or September. Similar to last year’s trainings via Adobe Connect, will also be recorded so you can listen later. There will not be any major changes to the format of the dossier, maybe some minor changes. The committee wants to stress the timeline for the level of promotion level required (Assistant level is a completed PhD or 5 years of experience with master’s degree; Associate level is 5 years of experience with PhD and 10 years of service with master’s degree; Extension Professional is 10 years of experience with PhD or 15 years of experience with masters). We want to a dossier library with curriculum vitae to be made available for people to go in and look at in Whitten Hall. We reviewed almost 30 dossiers this year. Helpful tips: prepare to spend the time to have comprehensive curriculum vitae, it can take a long time; there is not an expectation that Regional Director’s to share their letters with candidates, they are not required to do so; start having these conversations with Regional Directors and Program Directors early and ask them if you would have their support (if not, ask why). It's extremely important to put the time in. There's nothing more frustrating than reviewing a dossier of someone you know is going great work, but it's not reflected in the dossier. We can only evaluate what's in our hands. We may know how good you are, but that doesn't mean Michael Ouart does, and you can bet that Provost Brian Foster doesn’t. Be able to pat yourself on the back and don't sell yourself short. Make sure you're showing outcomes, not just outputs. When possible, include economic impacts as well. Outcomes can be private and public value statements. The deadline is November 1, right after Annual Conference. There have been concerns about the 5 year timeline where you can enter in at any level, there may be an influx of dossiers before the 5 year timeline is up. This is something that could be discussed through UMEA with the administrative cabinet.

Report from Sam White, MU faculty council member, regarding changes to NTT policy under 310.035, clarification of faculty, & academic freedom of NTT faculty

MU Faculty Council/Faculty affairs deals with most of the NTT issues. There was a list of recommendations that came from administration. The UMKC librarians decided they wanted to be included as NTT faculty, so they have put a plan in motion to try to get another type of NTT faculty listed under the collected rules (310.035). That will probably succeed. MU faculty librarians have made the decision that they do not want NTT status, they say there is no benefit to being regarded as NTT on campus. There have been some fairly significant changes to how NTT faculty are regarded. Some may have to do with budget crisis, there is plans to review what NTT faculty are on campus. There is a movement to change the collected rules as to how MU defines faculty, the MU collected rules do not distinguish between non-regular faculty and regular faculty. It is important that NTT faculty is defined as faculty because you have no academic freedom (typically a teaching issue) or a clear path or access to the grievance procedure (faculty grievance procedure). An attempt is being made to write a definition as a faculty member is “full time academic position with primary responsibility as either teaching or research.” Not sure how this will change, but these are fairly significant changes with NTT. Sam will keep us updated but things don’t happen very quickly with Faculty Council.

Committee Reports

- Finance—Will not meet until right before Annual Conference to set the budget. Just waiting to hear from Professional Development committee to see who they are awarding scholarships.
- Professional Improvement & Staff Benefits—Shaun Murphy gave the report. They have been reviewing the scholarships and five have come in. One was not eligible because the request was made for PILD and the committee decided not to fund PILD at the January meeting. The recipients of those scholarships will be announced soon (by March 1st). The rationale for not funding PILD was
that it has not been funded in the past and the decision would be left up to the subject matter associations and the benefit is also to the subject matter associations. The next deadline for scholarships is August 1st.

- Awards—Randa Doty gave the report. Nomination forms will be out in July and due back in late August. Try to get nominations for each category from each region.
- Nominations—no report.
- Legislative Day—see report above.
- Tailgate—no report. Team Spirit has not chosen a chair for the event yet, but the Sept 15 game vs. Arizona State and the tailgate will be held at The Shack. Amie will send an email to the membership to solicit about 4-5 volunteers from UMEA to help. Melissa Bess and Vivian Mason volunteered to help.

Professional Association Reports

- ESP—Karma Metzgar gave the report. Julie Middleton attended JCEP. Karma Metzgar is attending PILD.
- MACEDEP—No report.
- MAE4-HYW—Karla Deaver gave the report. Bob McNary and Karla Deaver attended JCEP in San Antonio the first week in February. Meg Sage Mach also attended, as she is currently on the National Board of Directors and serves as the Junior Director for the North Central Region. The association is preparing for their statewide spring retreat, to be held at Windermere on April 12-13. This is in conjunction with an ISE offering on Social Media and its use in Extension Programming. Bob McNary will represent MAE4-HYW at PILD later this spring.
- MAEP—No report.
- MEAFCS—Upcoming Meetings: March 15—Board Meeting via Communicator 12:30-1:30pm, March 22—MEAFCS Meeting (Organization Wide) 1:30-3:00pm. Kandace Fisher-McLean, President-Elect, represented us at JCEP and Rebecca Travnichek is representing MEAFCS at PILD this year.

New Business

2012 Annual Conference

Amie Schleicher reported that Susan Mills-Gray is co-chair of the Annual Conference Committee. Their first planning meeting is scheduled for March 1 & 2. Amie had contacted to Susan to see whether she would like UMEA member input into the planning; for example: time for UMEA to meet and time for the silent auction. Susan replied she would love that. Cindy Zluticky highly recommended that we strive to have UMEA meetings earlier in the conference. In the past it has been on the last day and attendance suffers. Marcia Shannon had two topics to suggest. 1—technology, how we can use tech tools in our work. She suggested a technology speaker (for example: How to use You Tube, iPad, how to identify “good” versus “bad” apps). 2—how new faculty become integrated into a community for better retention (maybe programming on that). She mentioned Ag has lost one new hire already. She also suggested recognizing years of service—and that this topic has been brought up in the past. Kathy Macomber supported the technology focus. Cindy Zluticky suggested the associations provide input on the kind of meeting times they prefer. Marcia Shannon said in the past it has been dinnertime for association meetings. The Association presidents will email/have conversation with Amie on their preferences. Meridith Berry suggested that association meetings occur after supper, followed by the silent auction. Sarah Denkler noted we need time for each program area to get together.
President’s Report

Amie attends the State Extension Council meetings. Those folks are passionate about Extension and dedicated volunteers. Amie has been trying to get information from the State Extension Council activities and initiatives to UMEA membership. The council doesn’t currently post their minutes on their website, but the current council chair is receptive to that idea.

Amie mentioned that the officers are putting together a newsletter, so please respond to article requests. Amie pulled up the schedule of UMEA meetings for the remainder of the year and mentioned that the October meeting is quite close to the annual conference. She thanks Meredith for updating the website with current officers & representatives.

Jim Crawford made a motion to adjourn, Sarah Denkler seconded the motion. Meeting adjourned at 3:16 pm.

Respectfully submitted,
Melissa Bess, UMEA Secretary