



# North Carolina Federation of Cooperative Extension Associations

## Federation Forum

December 3, 2004

McSwain Extension Education and Agriculture Center, Lee County

**The Forum was called to order by James Cochran, President.** Welcome was extended by Aggie Rogers, President-Elect.

**Present:** Dennis Osborne, Nancy Abasiekong, Kelly Groves, Heather Lilsey, Marsha Smith, Karen Wicker, Dee Shore, Lisa Childers, Rose Massey, Evelyn DeLoatch, Margaret Bullock, Jean Sigmon, Regina Gardner, Debbie Gibson, Paulette Thomas, Amy Holder, Thetis Williams, Chris Austin, Melanie Chevalier, Karla Frizzelle, Janet Mabry, Geissler Baker, John Rushing, Susan Condlin, April Dillon, Robert Lopp, Shannon McCollum, Carolyn Langely, Jon Ort, Ed Jones, Joe Zublena, Cathy Brown, Nelson McCaskill, Barbara Swanson, Natalie Rountree, Dannelle Barco, Theresa Clark, Peggie Lewis, James Cochran, Aggie Rogers, Tyrone Fisher, Allan Thornton, Lenny Rogers, Nancy Keith, Barry Foushee, Chris Talley, Seith Nagy, Marjorie Rayburn, Tres Magner, Mable Haywood, Nikki Edwards, Teresa Byrd, Kay Bridges, Hazel McPhatter, Rebekah Thompson, Marsha Ward

The morning session was an Administrative Update followed by a question and answer panel. James introduced Drs. Jon Ort and Joe Zublena and allowed them to lead the session.

### **Topics discussed by Dr. Jon Ort:**

**Open Dialogue:** encourage open dialogue and encouraged the organization to bring issues at anytime for review and evaluation to the Administrative Council or Administration

**New Chancellor:** expressed his delight in having Dr. Oblinger as the 13<sup>th</sup> Chancellor of NCSU. He feels Extension has strong support with the Chancellor and interim Dean Wynne.

**Change Budget for 05-07:** will be seeking \$4 million for salary adjustments in order to attract and keep faculty. Molly Broad supports this in her budget and pledges to get it into the Governor's budget. This is one of 3 top items on the NCSU budget agenda.

**New Dean:** Is very supportive of Extension and all its program areas.

**Budget Reversion:** Extension Budget is now 10-20 folds better. Extension Budget is very healthy. Very confident we can get new revenue for salary equity in the change budget. Affirmed we have not lost one person due to past budget cuts.

**Travel Budget:** made a commitment to leave the travel budgets as is with no future cuts.

**Extension and Engagement:** Vice Chancellor position is vacant due to Steve Jones leaving. This position puts a seat at the Chancellor's table. Dr. Oblinger will probably refill this position. We still need someone at the table. Dr. Ort supports filling the position and announced that CES will take more of a roll in Extension and Engagement Outreach for all 10 colleges at NCSU.

**Fee for Service:** There are 106 land-grant universities in the United States. Smith-Lever is specific about what kind of things Extension can charge for such as meals, handouts, recover fees and not for salary. Funds must be deposited in to an accountable account. Does this law need to be changed Adoption of guidelines by ECOP and ruling Board of Directors for Extension. It is estimated over \$6 million is already being generated in NC by fees and we are probably in the top 10 of the states charging fees.

**Foundation:** NCCES Foundations is a 501-3C within the Agriculture Foundation. The purpose is to develop resources to support people/professionals and the development of programs. We need to look to fee for service and endowments to bring additional funds into Extension.

**Bond Referendum:** The University is growing and building. Extension is in the process of vacating Ricks Hall within the next five years. The University wants Ricks Hall for the headquarters for Humanity and Social Sciences. Extension will move to the 'brick yard' cluster. By December 13 personnel office will move to the I-Beam building on Barrel Drive near the Arboretum. Extension IT, 4-H and Foundation office will also move to the I-Beam building. Administration will move to Patterson Hall.

#### **Topics discussed by Dr. Joe Zublena:**

**Salary Increase:** Increases in the past were based on merit as specified by the legislator. This year (2004) the mandate was different. This year state dollars were put with Dr. Ort's money (\$800,000) and within in 48 hours every employee got \$1,000 raise. Additional funds were given on merit based on EMAPS score. Raises were given for equity (\$1,000), Title promotion (5% assistant to associate and 7% associate to full) merit, and increase in starting salary.

**Career Bonding:** A new way to classify SPAs. Details to be worked out and buy-in is needed from the Deans.

**Hiring Intentions:** No administrative freeze on positions. No reason to hold back funds on current positions listed. 10-12 specialist positions at NCSU to be filled.

**Training:** Competitive training to be limited if funds are limited. Extension Administration will always support Core training or organizational training. Will continue to encourage technical training (phase II or III) as funds are available. We will see more sharing or purchasing of resource materials and increase use of E-Extension.

**Marketing:** A Unity Retreat of the Guiding Coalition composed of 50 Cooperative Extension professionals will meet the 2<sup>nd</sup> week in December to hear the views of key partners. Carolina PR/Marketing, will also share the result of a statewide telephone survey of county leaders that was conducted by an independent research firm. Extension Administration "feels good" about Carolina PR firm.

**Mecklenburg:** The Administration is “fed up with Mecklenburg”. The County has not signed the Memorandum of Understanding which specifies the hiring of a County Extension Director. County officials say they will sign, but have yet to do so. Discussion ensued over the problems with Mecklenburg County. These problems have not new and documents show the problems have existed since 1958. Discussion was held on “lesson learned”.

**Memorandum of Understanding:** 7 county managers, Extension Administration, 5 county directors, the Executive Director of the Association of County Commissioners have been working on a revised Memorandum of Understanding. The old one has been “tweaked” and is much clearer as to who employees we are.

**Issues and Administrative Responses:** some of the same issues from 2003 are still of concern. A copy of the concerns was placed on each table for review. Administrative responses were also posted and on the handout. The responses have not changed. Many concerns were addressed in Drs. Ort’s and Zublena’s comments. Copy of the *Administration’s Responses to Issues, Concerns and Suggestion*, presented at the Federation Forum, December 12, 2003 is filed with the secretary’s minutes.

The morning session adjourned for lunch.

The afternoon business session was opened by James Cochran. The agenda was approved.

Susan Condlin was called on for the minutes. She noted numerous attempts to secure the minutes from the 2003 Federation Secretary for the December 2003 Federation Forum was unsuccessful. The minutes were never submitted nor posted to the web. The closest thing to a record of the 2003 Federation Forum was the 2003 agenda. The December 2002 Federation Forum minutes was postponed due to inclement weather and rescheduled for February 17, 2003. This meeting was also canceled due to another snow/ice storm. No Forum was held for 2002; therefore we do not have minutes.

Susan suggested sending the secretary records, to be archived at the DH Hill Library. The Association agreed. Dennis Osborne, incoming secretary will deliver them to Todd Kosmerick, University Archivist for NCSU Libraries.

Dee Shore presented the treasurer’s report was approved as submitted and will be filed with the secretary minutes.

Association Presidents presented their reports. Copies of their reports are filed with the secretary minutes. Those presenting reports include:

- NCACCA - Marjorie Rayburn
- NCEAFCS – Nancy Abasiekong
- NCE4-HA – Peggy Lewis
- NCACES – Dee Shore
- NCCESA – Melanie Chaviler
- NCAEPAAT – Kay bridges

Constitution and Bylaws: prior to the Forum an email was sent out notifying voting delegate members of a change in Section 2 to Article III. Discussion was led by Robert Lopp.

Constitution and Bylaws Committee recommends adding to Article III – Membership the following:

Section 2: Federation membership is open to any professional Extension association at NCSU or NC A&TSU upon written request for membership. The Board will review the request, and if approved by the Board, recommend the request to Associations within Federation for discussion and consideration. A formal vote would then be taken by the Federation membership at the annual meeting.

Needing no second, discussion was held. The motion passed.

James Cochran presented Epsilon Sigma Phi's (ESP) letter of request for membership. After discussion a vote was taken by secret ballot. The ballots were counted. The motion failed for a second consecutive year due to a lack of a 2/3 majority.

The Executive Board recommends that in 2005, Federation charge each association \$50 dues for the general operating fund for Federation. Needing no second, discussion was held. The motion passed.

James Cochran recognized outgoing Executive Board Members with certificates of appreciation. They included: Robert Lopp, Past President; Aggie Rogers, President Elect; Susan Condlin, Secretary; Dee Shore, Treasurer and Miranda Pope, Webmaster.

Robert Lopp installed the Federation officer for 2005:

Past President	NCACAA	James Cochran
President	NCAEPAAT	Aggie Rogers
President-Elect	NCEAFCS	Susan Condlin
Secretary	NCACES	Dennis Osborne
Treasurer	NCCESA	Janet Mabry
Webmaster	NCAE4-HA	Robbie Furr

Aggie Rogers announced the spring meeting of the Executive Board will be held in April. Exact time and date will be emailed to the Board.

Meeting adjourned at 3:00.

Submitted by  
Susan C. Condlin  
2004 NC Federation of Cooperative Extension Associations (NCFCEA)