

County Extension and Ag Center Directors Conference Call
Tuesday, April 24, 2018 – 10:00

Minutes

Attendees: Jeff Silvertooth, Kristie Gallardo

Call in: Joyce Alves, Paul Brierley, Darcy Dixon, Russ Engel, Steve Gouker, Ed Martin, Kim McReynolds, Barry Tickes

Director's Report – Jeff

- Recap of Extension Administrative Retreat

Good use of time

Activity – Darcy will be sending results and scores added up to Jeff this week.

Conclusion: there is flexibility in the definition of positions – consider faculty position with continuing status vs. non-continuing and possibly no Masters and cultivating towards an agent.

For example: 4H positions programs being directed by Assistants in Extension and Program Coordinators.

An important topic came up in the activity -- a CED in every county. Requires the need to look at investing in administration or programs. This is an opportunity to cultivate leadership from our young new hires. Need to be proactive developing leadership before we have leadership holes.

- Listing of responsibilities for CEDs – outline and descriptions of job responsibilities. Skills and backgrounds vary with CEDs – so no one can be an expert at all responsibilities always. A chance to look at what professional development is needed individually to fully embrace the full scope of the job and embrace the process of leadership development.

- Take 15 minutes out of each CED conference call to discuss a topic on the list of responsibilities.
One director will summarize a topic – how you approach in your unit, – 5 minutes.

Dan and Jeff will discuss.

- Leadership books – Jeff will share, followed with a short discussion.
Leadership Secrets of Attila the Hun. Wes Roberts
https://archive.org/stream/LeadershipSecretsOfAttilaTheHunPdfBook/leadership-secrets-of-attila-the-hun-wess-roberts_djvu.txt

If you have a book you would like to suggest – please let Jeff know.

- Annual reviews – important opportunity for conversations. How are we doing?

Problem with the peer review system is often looking for deficiencies only not looking at positive aspects and accomplishments. Next year there might not be numerical scoring – only text.

CEDs recognize that the peer review is a small aspect of an Agent's review.

- Climate survey – one for the entire College is coming up. Will be in spring or summer with no follow-up Extension survey.
- Extension Conference – August 7-8, Hilton Tucson El Conquistador
Two ½ days