

County Extension and Ag Center Directors Conference Call  
**Tuesday, May 29, 2018 – 10:00**

Minutes

Attendees: Jeff Silvertooth, Paul Brown,Carolyn Greeno, Dominic Rodriguez, Kristie Gallardo  
Call in: Hattie Braun, Bill Brandau, Darcy Dixon, Russ Engel, Rick Gibson, Steve Gouker, Ed Martin, Dan McDonald, Kim McReynolds, Jeff Schalaus, Barry Tickes

Director's Report – Jeff

- Extension Administrative Meeting – August 6 - 11:30 - Homewood Suites
- Extension Conference – August 7 & 8 (1/2 days) Hilton Tucson El Conquistador
- Future 15-minute CED responsibility discussion

Leadership issues to discuss with Rick Gibson today:

Conflict resolution, internal conflict within the unit

Often conflict bypasses CED and goes to President, Dean, HR, Provost. JCS goes directly back to CED.

How should we handle these issues – such as anonymous letters?

Rick –

There is often lack of civility in these issues. Anonymous can't be validated so it is hard to fix.

Conflict resolution process:

- Talk to person – listen to entire story
  - Take under advisement and think about it. Make an appointment for a future meeting and then discuss with Dustin Green in HR.
  - Come up with a list of options/opportunities.
  - CED decides on which options/opportunities to present and the individual makes a choice and lives up to that choice. Accountability is important.
  - Check in and re-evaluate
  - Ombuds Program on campus is very helpful along with other campus resources.
- JCS has met with Dean Burgess twice regarding Jeff's 5-year review. Taking the input in a constructive manner. Let Jeff know your honest assessment of issues, grievances, conflicts within your county.

During annual reviews: How are we doing?

Chain of command line of communications is not always working. JCS is not reaching through the CEDs to get communications to staff. CEDs need to make sure communications get passed down past the first line of direct reports – all the way down the line.

Nothing came back on the 5-year survey that is directly linked to any county, unit, program, person.

- 4-H Director Interviews  
Search and screen chaired by Mike Hauser.  
Brian Calhoun withdrew his application. JCS will follow up with Brian.  
Three options:
  - Offer job to Jeremy Elliott Engel
  - Back to candidate pool
  - Open search again
- New Technologies statewide meeting at Maricopa Ag Center on June 6  
Topics: spray technologies for new herbicides that move, water supply update (Paul will send out summary of presentation).
- Dairy industry meeting was held regarding the needs in forages. Hoping to develop an advisory committee to look at the various ways we feed animals.
- Master Gardeners working on an in-service meeting in 2018.
- State of the Gila Meeting September 27 & 28
- Two positions – close to being posted
  - 1) Assistant in Extension - Plant Path in Yuma
  - 2) Animal Range Agent in Apache

Three Hort positions in development

#### From Directors

- As part of the CED Responsibilities, we are to know how RCM affects our county units. Some CEDs are not familiar with how RCM affects them.

Extension is outside of RCM – Responsibility Centered Management

Revenues flow in to UA and should go back to source, units (Colleges). And costs should be paid on the revenues by the units – like a business model.

RCM shows how much it costs to run a unit, where revenues come from - teaching students (SCH) is where the money is made.

For 4 years – Extension has been operating outside of RCM. Last year we received a notice of debt for \$107,000, FY17. This cost came from the Vice President for Research's Strategic Priorities Faculty Initiative (SPFI) hires – taxing units. We have submitted a \$300,000 proposal for the Plant Pathology Program in Yuma and were successful in getting the money back. This year is a tentative \$160,000 fee.

- Representation on the WELD planning committee and suggestions on who to recruit for the next WELD cohort.

Everyone should recruit for the next WELD cohort.

Planning Committee has received some names. Planning Committee will start up again in August, put a call out in October.

WELD would be beneficial to future CEDs. <http://www.unce.unr.edu/weld/>

Other leadership options:

Lead21 – national program <http://lead-21.org/>

Project CENTRL <http://www.centrl.org/>

University leadership program <https://hr.arizona.edu/employees-affiliates/professional-development>

Jeff is willing to invest in these programs for Extension personnel. Share these leadership programs with your staff.