

**CSU Extension Joint Board Meeting
October 24, 2019, La Porte Room, Lory Student Center
MINUTES**

Meeting called to order at 7:36am by Todd Hagenbuch, CCAA Past-President

In attendance:

CAEFCS: Carla Farrand and Mary Snow

CAE4-HA: Marlana Griesse, Lacey Taylor, and Connie Cecil

CCAA: Kali Benson and Todd Hagenbuch

ESP: Dennis Kaan and Alison O'Connor

Administration: Ashley Stokes, Reagan Waskom, Wes Alford, Lori Bates, Jana Smilanich-Rose

State Specialist: Susan Baker

Action item: Minutes from October 25, 2018 meeting. Motion to approve minutes made by Lacey Taylor; seconded. Motion passed.

Association Updates

CAE4-HA:

- Input gathered from agents and program coordinators
- Positives: camaraderie within association; support from co-workers and staff
- Negatives: concerns about how new Extension leadership will affect current programming; disconnect from county directors on program management, risks, and problem solving; salary discrepancies and cost of living for new hires (and existing staff); agent and staff retention
- Other: there is a need to educate county directors about Extension and how our programs connect back to CSU (on-boarding new county directors); new staff orientation will occur twice per year—Mr. Alford is updating content with the idea to have an “agent track”, a “director track”, a program development module, etc.

CAEFCS:

- There are challenges during the hiring process because individuals are applying without a strong background (or no background) in FCS—though this is seen in other program areas too; individuals can be trained, but they may not be successful in their position based on their experiences and background.
- Some program areas don't have a campus specialist to support the materials (for resources, training and updating content).
- There are challenges when writing a position description where it could be very specific to too general; it also can be difficult to fill positions depending on location.
- How can we encourage new hires to reach out to existing staff to be more successful in their position? Does this also fall to county directors to encourage new hires to foster

their mentor relationships? (Stems back to on-boarding in three ways: employee, mentor, and supervisor.)

Specialists Association:

- Communication among specialists varies by department and by the individuals. As the organization has become decentralized, specialists have lost contact with both staff and fellow specialists. Are there ways to make it easier for specialists to engage with Extension?
 - Specialists should be invited to Regional Meetings—or at least information from these meetings should be shared with specialists.
 - Ms. Baker and Marisa Bunning will create an updated Specialist email list that will be shared through the organization.

CCAA:

- Regional Directors have such large areas—could it be considered to create smaller regions? Or hire Assistant Regional Directors?
- How can we break the cycle of constant hiring?
 - There is a correlation with larger areas and employee turnover.
 - If RDs are only having time to hire, there is no time to coach, mentor, or support new people. This can lead to people leaving, creating more openings. Vicious cycle.
- Area/County directors have spent a lot of time on search committees, as the search chair, OEO affiliate, etc., which takes time away from the office and other responsibilities.

ESP:

- Dennis Kaan did not have additional concerns to bring up from the association that were not already addressed
- ESP thanked Administration for their support in hosting a successful National convention.
- Dr. Stokes relayed several complimentary emails she has received from ESP conference attendees, commending their experience and quality of the conference.

General:

- Dr. Naughton will likely wait to evaluate the communications director position before starting a search process.
- The Joint Board is allowed to meet twice per year. A second meeting for 2019 will be scheduled in December for further discussion and to discuss association items with new VPEE Naughton after his arrival.

Meeting was motioned to adjourn at 8:20 a.m. by Carla Farrand; seconded.