

Extension educator Meeting  
September 8, 2004

Present: Charlie, Alice, Debbie, George, Alan, Steve

**Affirmative Action Policy -**

Pat Gormley , Special Assistant to the University President met with the committee to review the new policy for discriminatory harassment. The current policy has been in effect since 1997. She is working on the draft policy with the Faculty and Senate. The issues of discrimination aren't spelled out as well as harassment. There is a new protected category. GLBT is the new category and it is to protect gender identity or expression. They are trying to make the policy clearer - not change any policies. People can call Pat Gormley any time if they have concerns. Once the President approves changes it will be online. She is in hopes it is approved next month. The issues being looked at are mainly pertaining to administrative supervisory issues.

**Update Nancy Franz-**

There have been questions on logic model and reporting. This has been reduced to three. Each person is to do one logic model, a narrative summary of their days, chair of each committee needs to do a logic model for the team. To date the healthy lifestyles group and Land use and water quality have theirs in. Lisa Townsen and John Porter are attending the NE electronic reporting training.

Promotion system - looking at Purdue's system. Looking at Colsa's reporting to see what overlap there is with Extension.

Question of 20% salary of Specialists -

Concern that specialists will be drawn away from staff and the impact on staff. It was expressed that there be continuity across lines of work. They are looking at program areas coming up with money versus a Specialist only needing to get money. Procedures for grants have to go through Program Leaders and the Associate Director.

**Mentor Program -**

This needs to come back onto the agenda. Alice will invite Bob Edmunds to the next meeting.

Question - It was asked how EEC is valued, the time needed to make this committee happen?

There is the feeling that this committee is not valued like the interdisciplinary team and yet it takes a significant amount of time. One thing that happened in the past was Joan Leitzel, former UNH President sent a letter that OS, PAT, EEC was important to the University.

Concerns were raised about the impact report related to merit. Merit is built into salary over time.

**Jim-**

Budget Update - No change at his time. We are aiming for a 3% increase. We are experiencing that DHHS is a bit slow on some of our grants which is concerning. Early retirements have been offered through the University for those staff 59 1/2 to apply by Oct 1<sup>st</sup>. Depending on how many apply for this depends on how many funds we get. Three to four from Extension may take

early retirement. Extension will need to come up with the difference between what UNH gives us and the difference of the 60%. There has been a 12% pay reduction at NHPTV. Staff have reduced to 32 hours per week. They did the same reduction as Extension but let go all temporary or non benefits eligible people. Research monies are up. Under 20% of Extension budget is State revenue.

**Maynard Heckel Educator Award -**

We can do it when the committee feels it wants to. Time line - November meeting start the nominating process. January review nominations, Selection at the March meeting.

**Report from the SPPC committee**

Family friendly policy -

This is still being looked at. Under the family leave policy being recommended one could take time off from sick leave for identified family issues.

The bereavement policy is being looked at to be more friendly. Many of the policy changes are helping OS staff. A firm proposal has been put together and will go forth to Keene, Plymouth in August and then to the SPPC council in October. There is some give and take with the new suggested changes.

**Employee suggestion program-**

There are guidelines and forms to fill out . It still needs to be approved.

**Review of Bi laws -**

These need to updated. Under statement of purpose the Academic senate reference needs to be taken out, the ex officio membership needs to be changed.

There was a discussion of change of membership structure. The chair will present scenario's to the staff to get their input. Elections will be done by George since Alice is Chair.

Steve Turaj will be running again.

Meeting Adjourned 12:30 pm

Secretary,  
Debbie Cheever