

Extension Educator Council Meeting Notes Sept 13, 2006

Present: Alice Mullen, Steven Turaj, Karen Blass, Lisa Townson, Matt Tarr, Geoffrey Njue, Alan Eaton. Visitors: Karen Bennett, Jim Grady

Alice is moving her office from Goffstown to Manchester; in transition now. She will soon administer the Family, Home & Garden Education Center (50%) and continue her family and consumer activities for Hillsborough Co. (50%)

Promotion Process Discussion Concern has been expressed that time it takes to produce and review promotion folders is too much, given our limited time and demands. There are also concerns related to changes in program leaders — things can get lost, left undone. Also: is our process biased toward outreach, so specialists are somewhat handicapped since they may focus on research? Should there be an in-service session for staff whose promotion opportunity is approaching? We had a general discussion on these questions. We agreed that the program leaders are key players in the promotion process. Among the points discussed -When someone is denied promotion, it becomes obvious that having a robust process is important. -The best notebooks aren't the thickest ones! Being concise and directly addressing points is helpful for the candidate and his/her reviewers. -Perhaps the promotion committee should write a sample letter (to be sent to a candidates potential references) prompting them about the content to be addressed in their letters of reference.

Merit Award Discussion with Jim Grady This year we have 1% of the total extension educator salary base available for merit awards. How should it be distributed? John Pike could make this decision himself, but has looked to EEC for suggestions on how to do this. He's asking again this year. We discussed several options and points. If we keep giving a fixed \$ amount to people who achieve "outstanding" and "above average" performance, then over time some people can fall behind where they should be. Offering a % increase doesn't have this problem, but severely limits the number of people who get any increase. We thought this would be a good topic for the EEC blog.

Meeting minutes (from the last meeting, March 2006) were read. Minor corrections were made, then they were accepted.

Blog and Website - Karen Blass

Karen provided handouts (sent earlier by email) on blog site details. Things are ready to go. We'll try to go live with this soon, but will give EEC members a chance to try it first. We thought a good additional topic/category would be kudos: a site where you could recognize someone's good efforts/ideas.

Chair's Report --- Alice Mullen At recent President's Staff Meeting: freshmen orientation and move in seemed to go fairly well. Wanda Mitchell announced a Sept 28 meeting on Women's Leadership, at Holy Cross (Worcester, MA). Alice will be out of state for the Sept 27 President's staff meeting on campus (10AM - noon); asked if another EEC member could sit in (Alan Eaton said yes). The SPCC meeting on Sept 28 in Concord (at Granite State College office) also needs a representative; Lisa Townson can sit in. On October 18, the OS/PAT/EEC councils meet with Dick Cannon on the budget and costs (3 PM, MUB). Matt and/or Geoffrey

may be able to attend.

EEC Elections (Upcoming)

Karen and Alan's terms ends Dec '06. Alice and Steve's terms end Dec 07. Alice will not be able to serve as chair of EEC for her last year. Alan will not accept nomination to run for EEC next year. Both chair and vice chair will need filling.

EEC mtg dates for 2007: We will try for morning meetings. Alice will check the Taylor Hall conference room schedule and set these up.