

Extension Educator Council Meeting January 9th, 2002

Present: Alice Mullen, Steve Turaj, George Hamilton, Debbie Cheever, Nada Haddad, Marshall Patmos, Cheryl was unable to be at the meeting.

EEC minutes were reviewed and corrections were made and approved.

Extension Educator Notebooks -

These were passed out to all on the committee. George put these together for the committee. They include, bylaws, minutes, list of committee members, Educator Educator ranking form, Heckel Award information etc. Note: The Presidential Excellence In Service Award needs to be addressed in the notebook.

Nada and Marshall reviewed and did an overview of the Councils role. The council is here to look out for policy and procedures that pertain to employment of Extension Educators. The different councils include, Dean and Director Council, Pat Council, EEC Council, Operating and Staff Council, Student Senate etc.

The Council serves informally on other University Committees, when things surface. Standing Committees - University Governance Committee, Systems Policy Committee, University Governance Communication Council - The chairs of these meet every other month.

Grievance Committee - This group has a representative to this committee when it is needed.

Awards and Honors committee -

Election Of Officers -

Motion was made and seconded by Steve Turaj to accept the following slate for Officers and was moved by Alice, to accept. Voted Unanimously.

President - George Hamilton

Vice President - Val Long

Secretary - Debbie Cheever

Update on Faculty Title -

Ed addressed the group as to the progress of this. He and John meet with Specialists in early December to help clarify the proposed changes. The leadership team has discussed it and the proposal has gone to Dave Hiley where it will have to be

approved by the University Senate and University union. They did receive feedback from Depts and they felt a minimum requirement of a PhD would be necessary. Those Specialists on staff would be grand fathered. Val raised the point that some specialists are Associate Graduate Faculty, and that you can serve on Student graduate committees.

Discussion of Bachelors Degrees -

Sharon Demers was to meet with the committee to discuss this but was unable to. Ed stood in for her for the discussion.

Ed reviewed the November 8th, 2000 Extension Educator Degree requirements that was shared with the EEC at that time. There is an Ag position in Carroll and Cheshire due to Bruce Clement serving as interim Program Leader. Discussion was held in regards to requirements and what the EEC felt. Ed shared concerns about the applicant pools we are attracting and the difficulty in filling position with requirements. The goal of the organization has been to fill positions with qualified Masters Degree candidates but sometimes the pool has been very small for some positions. There was question as to whether we hire them as PAT or Extension Educators. David Butler from Human Resources felt we should hire as Extension Educators. Sharon Demurs also of HR was not in support of hiring as Pat then having them shift to Extension Educators.

After much discussion the group would recommend in a letter drafted by Val to John Pike Dean and Director the following:

Extension Educator Instructor Level

Bachelors Degree with three years of experience in a related field
Candidate would need to complete Masters Degree within 7 years of employment.
Or

Master's No experience

This was a unanimous vote approved by the group. The group would like to go on record however, as giving first priority to Master's qualified candidates first.

It was cited that the Mentoring program needs to be strengthened and that in order for this to work there would need to be an obligation by the leadership team to work with new hires.

Strategic Plan - Recognition -

Cheryl Smith was volunteered to be on the recognition sub committee for the EEC council which would look at recognition for EEC, Pat ,O/S staff ,to look at recognition at all employment levels in Extension.

Alice Mullen and Marshall will also serve.

Steve Judd will be the PAT representative

The EEC council was asked to accept the role of serving as the recognition committee for the organization and that role was accepted . Next meeting the committee will report back to the whole group.

This would be implemented in 2003.

The committee would create a recognition structure by July 1st 2002 to be carried out for spring 2003 annual conference.

Maynard Heckel Award -

The committee suggested that we have 5 Nomination come in. The group brainstormed deserving individuals that met the criteria and Marshall was going to send the forms to those nominated.

UGCC report - Nothing to report

SPCC - Issue included,

Drug Free workplace Policies, Additional Pay Policies, Minimum usage policy and more on the Benefits Cost Containment issues facing the University.

George has written a letter to Joyce Cleary reflecting input on recognition and how we may be tied in.

Correspondence:

Sue Buteau wrote a letter letting the Council know that she is unable to continue to serve in her role on the council.

George will do a new ballot to fill her position.

Meeting Adjourned 12:15