

UNH Cooperative Extension Strategic Planning Committee Meeting Minutes
February 5, 2007 9-3pm
Merrimack County Cooperative Extension Office, Boscawen

Present: Val Long, Matt Tarr, Charlie French, Thom Linehan, Lisa Townson, Nancy Evans, Amy Ouellette, and Julia Peterson

1. Review State Advisory Council (SAC) 1/25 meeting:

In addition to Val's discussion about the SAC meeting held on January 25th, Thom Linehan and Nancy Evans briefly discussed the Merrimack County meeting.

2. Review all remaining input:

The committee reviewed input received from Lauren Bressett, Andrea Boudreau, Peg Boyles, and Lisa Townson's State Advisory Council group.

3. Modify Plan:

While taking into consideration the input they received, the committee modified the Strategic Plan Draft (see attached).

4. Next Steps:

- Incorporate all changes into the final draft
- Report editing and formatting – then to the graphic designer. Val Long and Jim Grady will meet with the graphic designer on Friday.
- Send recommendations to John Pike
- Implementation Committee will take over after the 2007-2012 plan is published.

5. Final Comments:

This Strategic Planning Committee has produced a tremendous strategic planning document in a very short period of time. Their dedication and determination are greatly appreciated!!

UNH... an Engaged University

January, 2007

UNH Cooperative Extension is an integral link between New Hampshire citizens and the University of New Hampshire, a land-, sea- and space-grant university. As we look toward the future, our Strategic Plan for 2007-2012 clearly demonstrates our commitment to addressing the state's significant issues in partnership with faculty, staff and students across the University.

Our strategic plan is closely aligned with the UNH Academic Strategic Plan (<http://www.academicplan.unh.edu/>), in which revitalizing the Land-Grant mission is an important priority. We will continue to provide clear access to University expertise for the people who need it, with expanded linkages to state and local governments, partnering organizations and others.

Building on our past efforts, this strategic plan describes the organization we intend to become, clearly and comprehensively articulating the road map for Cooperative Extension in the next five years.

The 2007-2012 Strategic Plan outlines goals we intend to achieve to better serve New Hampshire citizens. We are committed to implementing this strategic plan as we continue to conduct a wide variety of educational programs addressing priority needs. Goals of the new plan call for UNH Cooperative Extension to enhance its responsiveness to significant issues in a changing social and natural environment, provide effective outreach through high quality programming, and be recognized by New Hampshire citizens and University of New Hampshire community members as an integral link between the needs of New Hampshire residents and UNH's Land Grant mission.

To accomplish all this, Cooperative Extension has a network of professional Extension staff located in all 10 New Hampshire counties. Our county educators work with specialists and faculty on the UNH campus to design and conduct educational programs that meet New Hampshire's critical and emerging needs. We extend our reach through an extensive cadre of volunteers and, as part of the national Land-Grant university system; we tap the knowledge and expertise of other land-grant universities throughout the United States. We use Internet-based and distance education technologies to provide educational information to meet local, state, regional and national needs.

I invite you to join us as we provide New Hampshire citizens with research-based learning opportunities that enhance their ability to make informed decisions that strengthen youth, families and communities, sustain natural resources, and improve the economy.

Please use our website, www.extension.unh.edu, to become more familiar with UNH Cooperative Extension.

John E. Pike

Dean and Director
UNH Cooperative Extension

TABLE OF CONTENTS

Executive Summary.....4

 Mission Statement.....6

 Statement Of Values.....6

 Goals and Objectives.....7

Appendix.....11

 Natural Resources.....11

 Youth, Families and Communities.....13

 Chronology of Strategic Plan Development.....16

Staff Directory.....14

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Executive Summary

Part of the nationwide Land-Grant University System, UNH Cooperative Extension is a major outreach program of the University of New Hampshire. It provides a direct link between UNH and people throughout the state. In partnership with local residents and volunteers, Cooperative Extension plans and conducts educational programs addressing needs and issues important to New Hampshire people.

Cooperative Extension's broad goals as identified through a statewide needs assessment and reflecting partnerships with other organizations, agencies and academic departments are to:

1. Foster development of competent individuals and strong families
2. Strengthen New Hampshire communities
3. Conserve and sustain natural resources
4. Strengthen the economic viability of agricultural, forest and marine industries

Cooperative Extension is a network of 170 full and part-time professional and support staff located in New Hampshire's ten counties, and at the main UNH campus in Durham, and the urban campus in Manchester. Cooperative Extension designs and conducts educational programs in the areas of Natural Resources, and Youth, Families and Communities. We use a variety of methods to engage the public in an interactive process intended to deliver information, research and programs.

Teaching, clinical, and research faculty from UNH's schools and colleges work in partnership with Extension faculty to address the state's priority needs. Currently twenty-four (24) of Extension's thirty-one (31) campus-based specialists are located in academic departments to maximize the potential for integrating teaching, research and outreach. Efforts are continuing to increase the number of specialists in departments. More than 4,000 volunteers extend the reach of Extension staff throughout the state.

This 2007-2012 Strategic Plan is a road map for UNH Cooperative Extension. It serves to clarify our identity, values and priorities as we move forward in the next five years.

Strategic Issues Facing UNH Cooperative Extension

Development of the strategic planning, which began in September 2006, has engaged multiple processes and groups including Cooperative Extension staff, faculty, and community members. In this process the Strategic Planning Committee revised and amended the organization's three strategic issues appearing in the 2001 Strategic Plan. Revisions were based on (1) a thorough review of the 2001 Plan, (2) input from county staff, faculty and advisory council members, and (3) an overall analysis of the organization. This plan addresses three top priority goals that must be addressed for UNH

Cooperative Extension to achieve its mission, adhere to its values and progress toward its vision. The plan outlines goals, objectives and strategic actions for addressing each Cooperative Extension goal. This plan is also well-aligned with the goals and objectives outlined in the comprehensive University of New Hampshire 2003-2008 Academic Strategic Plan.

Goal 1

UNH Cooperative Extension will enhance its responsiveness to significant issues facing youth, families and communities, the state's natural resources and its economy in a changing social and natural environment.

Goal 2

UNH Cooperative Extension will provide effective outreach through high quality programming.

Goal 3

UNH Cooperative Extension will be recognized by New Hampshire citizens and University of New Hampshire community members as an integral link between the needs of New Hampshire citizens and UNH's land-, sea-, and space-grant missions.

Mission Statement

UNH Cooperative Extension provides New Hampshire citizens with research-based education and information to enhance their ability to make informed decisions that strengthen youth, families and communities, sustain natural resources, and improve the economy.

Statement of Values

We value...

Our position...as a primary outreach unit of the University of New Hampshire, one of the nation's leading comprehensive land-, sea- and space-grant universities.

Our formal partnerships...at the county, state, regional and national levels, enabling us to serve New Hampshire people.

Our collaborations...formal and informal working relationships with University faculty, individuals and local, state and regional partners.

Our volunteers...their knowledge, contributions, and commitment to our mission.

Our responsibility...to involve citizens in identifying the needs of diverse audiences and provide educational opportunities to meet those most important needs not being met by other private or public efforts.

Our accessibility...engaging learners where they are, when they are available, providing diverse educational opportunities.

Our accountability to New Hampshire citizens and decision-makers...ensuring that our educational efforts remain relevant, efficient, grass-roots based and continuously evaluated.

Our staff...well-educated, informed resourceful professionals with the expertise and desire to work collaboratively, and committed to accomplishing our mission through applied research, proven and innovative delivery methods and new technologies.

Vision Statement

UNH Cooperative Extension will engage individuals, citizen groups, public agencies, and key decision-makers throughout New Hampshire with diverse educational programs that concretely and meaningfully reflect the University of New Hampshire's five core values: *engagement, responsiveness, resourcefulness, effectiveness, and community*. In so doing, we envision earning statewide recognition and acclaim as the University's premier outreach arm.

Goals and Objectives

Goal 1

UNH Cooperative Extension will enhance its responsiveness to significant issues facing youth, families and communities, the state's natural resources and its economy in a changing social and natural environment.

Objective 1 – Issues are identified, prioritized and articulated in the plan of work.

Strategic Action A – Consider and commit to significant issues that may range from short- to long-term, simple to complex. This commitment may include multi-disciplinary efforts, grants, and multi-state collaboration, new investments in time and resources, and partnerships.

Strategic Action B – Refine the system of identifying and prioritizing significant issues to include information gathered from some or all of the following resources:

- Advisory Councils
- Available resources/funding
- Discussions with appropriate organizations and agencies
- Issue teams as appropriate
- Literature review
- Review of existing data and information
- Organizational capability and mission
- Political constituencies
- Public meetings
- Staff input
- Existing private or public efforts

Strategic Action C – Define and communicate Extension's role in addressing the issue(s), available resources and responsible parties.

Objective 2 – Staff have the time, capacity, resources, and organizational support to address significant issues.

Strategic Action A – Program leaders and supervisors will work with individual staff to determine time, effort and capacity available to devote to a specific issue.

Strategic Action B – Specialists and staff work together to identify and address subject-matter training needs to build/improve staff competencies.

Strategic Action C – Appropriate specialist positions will be maintained or leveraged to address significant issues.

Strategic Action D – Strengthen links with partners to effectively address significant issues.

Strategic Action E – Strengthen new staff orientation and mentoring.

Strategic Action F – Continue to diversify our portfolio of funding sources including but not limited to county, state and federal funds, as well as grants, contracts, private gifts, foundations, endowments and fees.

Goal 2

UNH Cooperative Extension will provide effective outreach through high quality programming.

Objective 1 – Programs are outcome-driven and well designed.

Strategic Action A – Provide training and ongoing support to staff in program assessment, design, development, implementation and evaluation at appropriate levels of the organization.

Strategic Action B – Clarify staff roles for program assessment, design, development, implementation and evaluation for each individual program.

Strategic Action C – Clarify Advisory Committee roles in planning, implementing, evaluating and promoting impacts of programs.

Objective 2 – Effective delivery methods meet the needs of diverse learners.

Strategic Action A – Provide training and ongoing support to staff in teaching and learning theories and methods.

Strategic Action B – Explore the best use of conventional instructional methods, distance learning, and other new methodologies, focusing on those available through USNH/UNH.

Strategic Action C – Provide training and support to help staff effectively address the educational needs of diverse audiences.

Objective 3 – There is seamless coordination among program area staff, support units and teams such as administrative support staff, Program Development and Evaluation,

Information Technology and Distance Education, Communications, Staff Development, and the Business Service Center.

Strategic Action A – Clarify the roles and responsibilities of support units and teams so they can effectively communicate and collaborate with program staff to manage projects from conception through evaluation and reporting.

Objective 4 – Volunteers extend the reach of UNH Cooperative Extension, multiplying the educational effect and increasing visibility of the organization.

Strategic Action A – Recruit high quality volunteers and retain them through continuing education and recognition.

Strategic Action B – Provide better access to facilities, equipment and other resources for volunteers to carry out their duties.

Strategic Action C – Determine how volunteer management can be made more effective to achieve the desired outcomes, e.g. volunteer management position.

Goal 3

UNH Cooperative Extension will be recognized and valued by New Hampshire citizens and University of New Hampshire community members as an integral link between the needs of New Hampshire citizens and UNH's land-, sea-, and space-grant missions.

Objective 1 – Serve as a neutral convener to bring together New Hampshire residents, university community members, and organizational partners to address relevant environmental, social or economic conditions.

Strategic Action A – Bring appropriate parties together to address complex issues.

Objective 2 – Extension professionals are engaged with UNH faculty, students and staff to conduct and provide outreach to New Hampshire citizens and communities.

Strategic Action A – Seek input from citizens regarding their needs for informational, educational and technical assistance and communicate these needs to UNH departments, centers and institutes.

Strategic Action B – Identify relevant research findings and educational programs conducted by UNH faculty, students and staff that can be directly disseminated to the public by Extension staff and/or volunteers.

Objective 3 – Elevate the status of outreach as a key function of UNH as an engaged land-, sea- and space-grant institution.

Strategic Action A – Strengthen Extension participation and leadership on relevant UNH committees and councils, such as the Outreach Scholar’s Academy, the Diversity Council, the Campus Communicators and the Web Advisory Committee.

Strategic Action B – Align the UNH Cooperative Extension Strategic Plan with the UNH Academic Plan and the strategic plans for the various schools (e.g., School of Health and Human Services), colleges (e.g., College of Life Sciences and Agriculture) and appropriate campus units, with an emphasis on promoting outreach as a form of scholarship.

Strategic Action C – Continue to encourage UNH departmental affiliation for all Extension specialists.

Strategic Action D – Develop an outreach seminar series on campus featuring the work of Extension specialists, other faculty, and field staff.

Objective 4 – UNH Cooperative Extension is visible and accessible to New Hampshire residents.

Strategic Action A – Enhance UNH Cooperative Extension’s marketing outcomes through comprehensive public relations strategies.

Strategic Action B – Expand marketing efforts to reach a variety of audiences, including underserved and diverse audiences.

Strategic Action C – UNH Cooperative Extension staff prepare and share programmatic impact information in a clear, easy-to-understand format for use by County Advisory Councils and others.

Strategic Action D – Effectively utilize each Advisory Council to communicate UNH Cooperative Extension programming impact to legislators, key decision-makers and the media.

Appendix

Appendix A

Natural Resources

Agricultural Resources

Responds to the changing needs of a diverse clientele with educational programs that promote environmentally safe practices and effective production, business, and marketing strategies for New Hampshire family farms. Promotes public awareness of the contributions of productive agricultural enterprises to the health and economic well-being of all New Hampshire residents.

- Works with other agency and organizational partners to deliver educational programs that help farm families meet their business needs, such as conducting Agricultural Business management courses, delivering workshops on farm and estate transfer planning, and educating farm families in farm planning through programs and site visits.
- Helps farmer-based groups and organizations such as the Plant Growers Association, Winery Association, Fruit and Vegetable Association, Grazing Advisory Group, etc. to address emerging problems and needs.
- Uses applied research conducted at UNH and elsewhere to develop sustainable practices that help New Hampshire farmers reduce the risk of environmental damage, maintain or improve their land stewardship, and remain financially viable for future years.
- Conducts the Integrated Pest Management (IPM) Program to teach farmers a holistic approach to pest problems. Provides educational programs in pesticide use safety to assist growers prepare for and obtain their pesticide applicator licenses.
- Encourages expanded production and marketing of locally grown products by working with state and local government officials to improve the understanding of New Hampshire agriculture and its role in the state's economy, participating in efforts such as developing the New Hampshire Center for a Food-Secure Future, and through technical and educational assistance to New Hampshire growers interested in local sales.
- Staffs the Family, Home & Garden Education Center and trains the volunteers who handle more than 10,000 calls a year to the Center's toll-free Info Line. Callers seek information on everything from the ABC's of raising children, to

gardening food preservation, lawn care, and managing pests inside and outside their homes. Provides information that teaches New Hampshire residents how to use environmentally friendly solutions to yard and garden problems, resulting in healthier, valued-enhanced living environments.

- Trains 50 Master Gardeners each year to serve as volunteer educators in 100 New Hampshire communities and conduct a variety of community horticultural projects involving youth, elderly and disabled people.

Forestry and Wildlife

Sustains and improves the economic viability of the state's \$1 billion forest products industries, which directly employ 10,000 New Hampshire residents, by providing information and assistance to New Hampshire forest landowners, community leaders, businesses and civic groups. Promotes general public awareness of the varied economic benefits and ecological services provided by the state's commercial forests.

- Raises awareness of the economic and ecological values of our forests and wildlife among residents and community decision-makers, through site visits, publications, workshops and seminars.
- Ensures the long-term sustainability of New Hampshire's forest and wildlife resources by educating landowners and land managers about sustainable use, land stewardship and wildlife habitat conservation.
- Raises awareness of sound land stewardship and wildlife habitat conservation among New Hampshire citizens by training and supporting a network of natural resource volunteers, such as Tree Stewards and Coverts.
- Improves the ability of landowners to be good stewards of their land by helping them to identify their objectives, understand their options and appreciate the consequences of their actions.
- Maintains the ecological integrity and economic vitality of the natural resources in New Hampshire's communities by providing research-based information and educational programs on forestry, wildlife, land use planning, estate planning, natural resource inventories and land conservation.

Sea Grant, Water and Marine Resources

Educates New Hampshire's residents in the stewardship and wise use of freshwater and marine resources.

- Trains and supports a cadre of 150 Marine Docents to provide outreach and awareness to a wide variety of audiences. Similarly, the Great Bay Coast Watch supports 75 volunteers to monitor water quality and phytoplankton at 27 sites along the New Hampshire coast and estuaries. Both programs act as catalysts that bring about positive action to help solve problems involving our coastal resources.

- Helps aqua culturists make sound decisions that result in profitable operations.
- Offers coastal and upland residents research-based information to help prevent or reduce water pollution.
- Through the NH Lakes Lay Monitoring Program, trains and supports more than 500 volunteer “citizen scientists,” who help monitor 250 lake sites and more than 300 tributary sites for more than 120 lake watersheds. This “neighbor-to-neighbor” approach promotes watershed protection, and educates and empowers participants.
- In collaboration with various partners, educates local decision-makers on techniques that help communities manage growth and protect valuable natural resources.
- Provides training to educators and communities in Geographic Information Systems and related spatial technologies, allowing them to better assess, manage and protect their natural resources, including development of natural resource inventories and master plans.
- Helps the commercial fishing industry identify alternative species for profitable harvest, designing gear that will minimize impacts on fish habitat and using gear that will eliminate or reduce unwanted by-catch.

Youth, Families and Communities

4-H Youth Development

Through diverse programs of hands-on learning, empowers young people to take an active role in decisions affecting their lives, families and communities through participation in 4-H clubs, special interest groups, after-school programs, camps and short-term special-interest groups.

Research has identified essential elements of a successful positive youth development program as one where young people feel a sense of belonging, develop a mastery of skills, enhance their life skills to lead to practicing independence and demonstrate generosity. This philosophy matches the development of the individual through head, heart, hands and health. 4-H Youth Development educators are recognized by youth-serving agencies throughout New Hampshire for their knowledge of the principles and best practices of positive youth development and their skilled volunteer management.

- Annually serves approximately 25,000 New Hampshire youth.
- Screens, trains and supports more than 3,000 adult volunteers who deliver 4-H programs. Through their efforts, 4-H youth experience what research has shown

to be the most powerful protective factor for a child: having a relationship with a positive, caring adult.

- Reaches out to non-traditional audiences. A Children, Youth, Families at Risk (CYFAR) grant has enabled community coalitions to support youth and families at highest risk. Best practices from pilot programs and the classic 4-H program have led to development of a “4-H Time in After School Time”.
- Values the importance of developing youth-serving programs through partnerships, which includes schools, agencies, and other youth serving organizations.
- Provides support to families of the N.H. National Guard through Operation Military Kids (OMK). UNH 4-H Camp hosts a Camp Purple, an OMK camp where children from deployed military families come together to forge friendship bonds with others who face similar family challenges. The OMK program works closely with the family support units of the New Hampshire Air and Army National Guard to support families during deployments and reunions.
- Operates traditional overnight, day camp, and special teen camps that serve 1000 youth each summer. Working closely with the Institute on Disability and Northeast Passage allows UNH 4-H camps to fully integrate children of all abilities

Family and Consumer Resources

Develops diverse research-based programs that help New Hampshire individuals, families, and communities gain knowledge and skills that foster effective decision-making and help them solve problems that affect their quality of life.

- Through the Nutrition Connections program, teaches low-income families, pregnant and parenting teens, the elderly, and children to eat healthfully, stretch food dollars, and practice food safety. Research shows that poverty is the number one indicator for hunger; currently 28,000 New Hampshire children live in poverty and more than 24,000 New Hampshire households receive food stamps.
- Extends UNH research in nutritional sciences to adults throughout the state, offering information about healthy behaviors that reduce risk of chronic disease. Research has found that diet plays a vital role in promoting health and preventing disease prevention. Improved nutrition helps prevent and treat many chronic diseases, including heart disease, diabetes, obesity, depression, and several types of cancer. Despite the importance of diet, many Americans fail to achieve recommendations of the Dietary Guidelines which lower the risk of disease. Cooperative Extension programs within this discipline As a result of this programming there will be reduced rates of nutrition-related health problems and chronic diseases that are affected by diet and physical activity, including reduced rates of obesity.

- Delivers programs that provide food-service workers and managers, and consumers with research-based information about food safety practices aimed at reducing the incidence of foodborne illnesses. Each year more than 76 million Americans get sick from their food; 325,000 require hospitalization, and 5,000 die. Even a single incident of foodborne illness can cause severe economic losses that resonate throughout a large area—of special concern in a small state like New Hampshire, where tourism and eating out account for a significant share of the state’s tax revenues. Extension food safety programs reduce rates of foodborne illness throughout New Hampshire, resulting in significant economic savings.
- Offers parenting education programs that help parents develop the skills they need to promote the healthy development of their children. Increasing cases of child abuse and neglect indicate a growing need for prevention programs that will make a long term impact. Families headed by well-informed parents become stronger and more resilient, and individuals within them demonstrate healthy interpersonal relationships. Research shows that strong families raise children to become responsible, productive and caring adults.
- Teaches financial management skills that help youth and adults increase savings and reduce debt, gain confidence and skills in financial decision-making, and prepare for financial security in later life. These skills help counteract the alarming trend of Americans saving less and spending more, thus putting their financial security at risk now and in the future. As a result of Extension money-management programming, individuals and families develop greater capacity to establish and maintain economic security throughout their lifetimes and the communities they live in will become more economically stable.

Community Development

Helps New Hampshire communities face many emerging and overlapping challenges, which include changing demographics, shifting economic structures, a rise in family and community crises, a decline in volunteerism, loss of jobs, unprecedented growth in some regions and decline in others.

- Develops human, environmental, economic and social capacity-building strategies that help communities achieve long-term well-being by building capacity.
- Provides a variety of educational services to individuals, organizations, associations, and local governments. Services include facilitating community forums, training citizens in leadership, helping with community planning and participatory decision-making, and offering technical assistance in the areas of economic development, volunteer development, and land-use decision-making.

Appendix B

Chronology of Strategic Plan Development

Late Summer 2006

- John Pike, Dean and Director, appointed a nine member interdisciplinary Strategic Planning Committee with balanced representation from county, campus and administrative staff. Members included Juli Brussell, Nancy Evans, Charlie French, Thom Linehan, Amy Ouellette, Julia Peterson, Matt Tarr, Lisa Townson, and Val Long as facilitator. In addition, the Committee included the following advisors: Anna Boudreau – UNH Cooperative Extension State Advisory Council Chair; Holly Young – Educational Marketing and Information Coordinator; David Foote – Director of Information Technology and Distance Education; and Eleanor Abrams, Ph.D. – UNH Outreach Scholars Academy.
- The committee formed and agreed to develop a strategic plan addressing the following issues:
 1. How can UNH Cooperative Extension enhance its responsiveness to the significant critical and emerging issues in a changing society?
 2. How does UNH Cooperative Extension increase its presence and involvement across the UNH campus, as a major outreach system and a central link between New Hampshire people and UNH resources?
 3. How can UNH Cooperative Extension create a clearer identity and become more widely known, used and supported by New Hampshire residents and elected officials as a source of credible, unbiased, university-based education and information?
 4. How can UNH Cooperative Extension create a more effective, cohesive organization, based on clarity of direction and shared priorities and goals?

Fall 2006

- The Strategic Planning Committee met for the first time September 11th and throughout the fall.
- A first draft of the Strategic Plan was developed in preparation for input.
- Cooperative Extension's State Advisory Council provided feedback on October 26th in a day-long meeting. The Strategic Planning Committee reviewed input and made revisions to the document.
- A second draft of the Strategic Plan was developed in preparation for further input.

- Cooperative Extension staff were involved throughout the fall in face-to-face feedback sessions through county meetings, program area meetings or other venues. The Strategic Planning Committee reviewed input and made revisions to the document.
- A review of the 2003-2008 UNH Academic Strategic Plan was conducted to assure alignment of Extension's goals and strategies with those of the institution.
- A third draft of the Strategic Plan was developed in preparation for input.

Winter 2007

- Conducted a review of the draft 2007-2012 UNH College of Life Sciences and Agriculture Strategic Plan to assure alignment of Extension's goals and strategies with those of the college.
- On December 20th, Dean John Pike met with the Provost to review the Strategic Plan. The Provost provided input, incorporated into the plan.
- Sought staff input for final comments during the month of January.
- Sought State Advisory Council input in a day-long meeting January 25 for final input.
- January 25, 2007 the State Advisory Council endorsed the Strategic Plan.
- Strategic Planning Committee met for the last time February 5th for final editing and refinement.
- Final plan printed in February, 2007, for distribution and posting to the UNH Cooperative Extension web page with immediate implementation.

Administration & Program Leadership

John Pike Dean and Director
James Grady Associate Director
Paul Bonaparte-Krogh Assistant Director, County Operations
Charlene Baxter Program Leader, Family & Consumer Resources
Wendy Brock Program Leader, 4-H Youth Development & Executive Director, 4-H Foundation
Juli Brussell Program Leader, Agricultural Resources
Brian Doyle (.75) Program Leader, Sea Grant Extension & Water Resources
Darrel Covell Program Leader, Forestry and Wildlife
Lisa Townson Extension Specialist, Program Dev. & Evaluation
Barbara Wright (.75) Staff Dev & Instructional Design Coordinator
Sharon Blake Administrative Assistant
Deb Russell (.8) Administrative Assistant

Business Service Center

Julie Sabol (.85) Accountant
Tracey Allen (.75) Business Service Assistant
Judie Harvey (.8) Business Service Assistant
Kim Johnson Business Service Assistant
Mary Jo Johnson Business Service Assistant

Communications and Information

Holly Young Educational Marketing & Information Coordinator
Peg Boyles Staff Writer/Editor
Siobhan Craig Administrative Assistant

Computer Information and Distance Education

David Foote Director, Information Technology & Distance Education
Stephen Judd Manager, Information Technology & Distance Education
Faye Cragin Information Technologist
Judi Strauss (.8) Information Technologist
Michael Toepfer Information Technologist
Siobhan Craig Administrative Assistant

Family, Home and Garden Education Center

Rachel Maccini Educational Program Coordinator
Alice Mullen Administrator, FHGEC (50%)
Marcy Stanton (.5) Master Gardener Coordinator
Mary Tebo Extension Educator, Community Forestry
Pam Doherty Administrative Assistant

Family and Youth Development

Chris Conlon 4-H Camps Manager
Kathe Fredette Program Assistant, Family Resource Mgt.
Paula Gregory Extension Specialist, 4-H Youth Development
Maryann Kasprzak (.8) Program Associate, 4-H Youth Development
Michele King (.8) 4-H Program Coordinator
Val Long FSNEP Nutrition Coordinator
Debbie Luppold (.9) Extension Educator, Food & Nutrition
Andrea Talbot Program Coordinator, FSNEP
Trent Schriefer Extension Specialist, 4-H Youth Development
Cheryl Carter Administrative Assistant
Jody Jackson Program Support Assistant
Nancy Oakley Administrative Assistant

Forestry and Wildlife

Malin Clyde (.5) Coverts Project Coordinator
Vacant (.75) Program Coordinator, Forestry & Wildlife
Debra Anderson (.9) Administrative Assistant

Sea Grant Extension & Water Resources

Shane Bradt Extension Specialist, Geospatial Technologies
Robert Craycraft Educational Program Coordinator, Lay Lakes Monitoring Program
Ken La Valley Extension Specialist, Commercial Fisheries Technology Transfer
Ann Reid Program Associate, Water & Marine Resources

Sea Grant Extension & Water Resources (continued)

Amanda Stone (.6) Community Conservation Assistance Coordinator
Mark Wiley Extension Specialist, Marine Science Education
Sharon Hughes (.8) Administrative Assistant
Lori Lavac (.9) Program Support Assistant
Dari Ward (.5) Administrative Assistant

Department of Animal & Nutritional Sciences, Tom Foxall, Chair

Peter Erickson (.25) Extension Specialist, Dairy and Associate Professor, Dairy Cattle Management
Colette Janson-Sand (.25) Extension Specialist, Food & Nutrition and Associate Professor, Animal & Nutritional Sciences
Michal Lunak Extension Assistant Professor/Specialist, Dairy
John Porter Extension Professor/Specialist, Dairy
Catherine Violette (.8) Extension Professor/Specialist, Food & Nutrition
Therese Cirillo Administrative Assistant

Department of Family Studies, Elizabeth Dolan, Chair

Charlotte Cross Extension Professor/Specialist, 4-H Youth Development
Vacant (.8) Extension Faculty/Specialist, Family Education & Policy
Suzann Knight Extension Professor/Specialist, Family Resource Management
Jamie Sherwood Administrative Assistant

Department of Natural Resources, William McDowell, Chair

Karen Bennett Extension Professor/Specialist, Forest Resources
Frank Mitchell (.8) Extension Professor/Specialist, Land & Water Conservation
Julia Peterson Extension Associate Professor/Specialist, Water Resources
Sarah Smith Extension Professor/Specialist, Forest Industry
Matt Tarr Extension Specialist, Wildlife

Department of Plant Biology, Garrett Crow, Chair

Alan Eaton (.9) Extension Professor/Specialist, Entomology
Vacant Extension Faculty/Specialist, Greenhouse & Floriculture
Becky Grube (.8) Extension Associate Professor/Specialist, Sustainable Horticulture Production
Cathy Neal (.7) Extension Professor/Specialist, Ornamentals
John Roberts (.9) Extension Specialist, Turf & Associate Professor, Plant Biology
Cheryl Smith Extension Professor/Specialist, Plant Health
Stanley Swier Extension Professor/Specialist, Entomology
Suzanne Hebert Administrative Assistant

Department of Resource Economics & Dev., John Halstead, Chair

Charlie French Extension Assistant Professor/Specialist, Community & Economic Development
Michele Gagne Program Coordinator, Strengthening NH Communities
Troy Hartley Research Assistant Professor/Director, Outreach for Northeast Consortium
Michael Sciabarrasi (.8) Extension Professor/Specialist, Agricultural Business Management
Therese Cirillo Administrative Assistant

Department of Zoology, James Haney, Chair

Jeffrey Schloss Extension Professor/Specialist, Water Resources - Lay Lakes Monitoring Program

Institute of Earth, Oceans, & Space

Pingguo He (.5) Extension Specialist, Fisheries and Research Associate Professor, EOS

Belknap County

Brenda Carey (.8) Extension Prog. Associate, Nutrition Connections
Suzanne Cagle Extension Educator, Family & Consumer Res.
Sumner Dole, III Extension Educator, Forest Resources
Rebecca Levesque Extension Educator, 4-H Youth Development
Amy Ouellette Extension Educator, Ag. Resources & Environmental Stewardship
Melba Haddock Administrative Assistant
Patti Clifford Administrative Assistant

Carroll County

Dorothy Burrows Extension Educator, 4-H Youth Development
Ann Hamilton Extension Educator, Family & Consumer Res.
Joanne Knowlton Educational Prog Coordinator, Nutrition Connections
Wendy Scribner Extension Educator, Forest Resources
Tina Savage Extension Educator, Agricultural Resources & Environmental Stewardship
Betty Lou Canty Administrative Assistant
Annette Cram Administrative Assistant

Cheshire County

Nancy Bradford-Sisson Extension Educator, Family & Consumer Resources
Lauren Bressett Extension Educator, 4-H Youth Development
Carl Majewski Extension Educator, Agricultural Resources
Christine Parshall (.8) Extension Program Associate, Nutrition Connections
Steven Roberge Extension Educator, Forest Resources
Andrea Sawyer Extension Program Associate, 4-H Youth Dev.
Diane DuGray Administrative Assistant
Diana Fiorey Administrative Assistant

Coos County

Larry Barker Extension Educator, 4-H Youth Development
Sue Buteau Extension Educator, Family & Consumer Res.
Heather Carter (.8) Extension Prog. Associate, Nutrition Connections
Samuel Stoddard Extension Educator, Forest Resources
Steven Turaj Extension Educator, Agricultural Resources
Carolyn McQuiston Administrative Assistant
Tracy Shepard (.8) Administrative Assistant

Grafton County

Thomas Buob Extension Educator, Agricultural Resources
Vacant (.8) Extension Program Associate, Water Resources
Kathy Jablonski Extension Educator, 4-H Youth Development
Deborah Maes Extension Educator, Family & Consumer Resources
Northam Parr Extension Educator, Forest Resources
Robin Peters Educational Prog Coordinator, Nutrition Connections
Teresa Locke Administrative Assistant
Donna Mitton Administrative Assistant
Kristina Vaughan Administrative Assistant

Hillsborough County

Heidi Bennett Extension Prog. Associate, Nutrition Connections
Jolee Chase Extension Program Associate, 4-H Youth Dev.
Sharon Cowen Extension Educator, Family & Consumer Res.
Margaret Hagen Extension Educator, Ag Resources
George Hamilton Extension Educator, Agricultural Resources & Extension Specialist, Tree Fruits
Michael Koski Extension Educator, 4-H Youth Development
Julia Steed Mawson Extension Educator, 4-H Youth Development
Alice Mullen Extension Educator, Family & Consumer Res. (50%)
Awilda Muniz Educational Prog Coordinator, Nutrition Connections
Jonathan Nute Extension Educator, Forest Resources
Daniel Reidy Extension Educator, Community Development
Jessica Croteau Administrative Assistant
Janell George Administrative Assistant
Holly McKinney Administrative Assistant

Merrimack County

Deborah Cheever Extension Educator, 4-H Youth Development
Nancy Evans Extension Program Associate, 4-H Youth Dev.
Timothy Fleury Extension Educator, Forest Resources
Thom Linehan Extension Educator, Family & Consumer Res.
Elizabeth Martin (.8) Extension Prog. Associate, Nutrition Connections
Dorothy Perkins (.8) Educational Prog. Coordinator, Agricultural Res.
Sadie Puglisi Extension Educator, Agricultural Resources
Marilyn Sullivan (.8) Extension Educator, Family & Consumer Res.
Shirley Clark Administrative Assistant
Mary West Administrative Assistant
Lynn Roy Administrative Assistant

Rockingham County

Rick Alleva Extension Educator, 4-H Youth Development
Philip Auger Extension Educator, Land & Water Conservation
Roland Barnaby Extension Educator, Sea Grant & Marine Res.
Karen Blass Extension Educator, Family & Consumer Res.
Claudia Boozer-Blasco Extension Educator, Family & Consumer Res.
Lynn Garland Extension Educator, 4-H Youth Development
Nada Haddad Extension Educator, Agricultural Resources
Terri Schoppmeyer Educational Program Coordinator, Nutrition Connections
Vacant Extension Educator, Forest Resources
Anne Atwater Administrative Assistant
Jeanne Hussey Administrative Assistant
Gail Ramsey Administrative Assistant
Deb Stevens Administrative Assistant
Lynn Tolfree Administrative Assistant

Strafford County

Donald Black Extension Educator, Forest Resources
David Leonard Educational Prog Coordinator, Nutrition Connections
Geoffrey Njue Extension Educator, Agricultural Resources
Ellen Rondina Paul (.80) Extension Educator, Family & Consumer Res.
Linda Willard Educational Program Coord., 4-H Youth Dev.
Linda Gosselin Administrative Assistant
Lisa Kennedy Administrative Assistant

Sullivan County

Nancy Berry (.8) Extension Educator, 4-H Youth Development
Charles Hersey Extension Educator, Forest Resources
Gail Kennedy Extension Educator, Family & Consumer Res.
Robin Luther Extension Educator, 4-H Youth Development
Sandy Trybulski (.8) Extension Prog Associate, Nutrition Connections
Seth Wilner Extension Educator, Agricultural Resources
Susan Mills(.5) Administrative Assistant
Sandy Rumrill Administrative Assistant
Karna Williams Administrative Assistant