

**Extension Educator Council**  
**November 18, 2009**  
**Taylor Hall 9:00-12:00**

Present: Julia Peterson, Nancy Bradford-Sisson, Chuck Hersey, Matt Tarr, Geoffrey Njue, Sharon Cowen

Julia Peterson convened the meeting in Taylor Hall. Revised minutes from May (documenting the WildCap presentation), and minutes from the September 2009 meeting were reviewed and accepted.

Minutes from September were reviewed; the group discussed the expressed desire to have more representation from 4-H staff on the EEC council. We don't have any say or control about who 4-H/Family and Consumer Resources select for representation. Julia will write a note on the ballot stating that there currently isn't 4-H representation on the council to encourage a selection from 4-H.

The group discussed who might be the next chair.

SPCC - Nancy Bradford-Sisson is EEC liaison to the SPCC; she updated the EEC on ongoing policy discussions at the SPCC meeting. The task of SPCC for 2010 is to look at UNH policies and procedures, separate policies from procedures, and revise where necessary and appropriate.

Medical coverage waivers were discussed. When a UNH employee uses a spouse's health insurance instead of UNH coverage, an \$800 credit is given to the employee. It was noted that an employee who does not use UNH health coverage is saving the university more than \$800 annually, and a higher credit might provide an incentive for more employees to change to a spouse's insurance.

Healthy UNH – Healthy UNH is a campus-wide action team, charged with developing a plan to decrease the cost of the University's health care costs, and guide UNH to become the healthiest campus community in the U.S. by 2020. Sharon Cowen is the representative from EEC.

The initiative officially launched on October 14 in Durham for all UNH employees; UNH Cooperative Extension had an information table with materials from each program area, related to health.

The task force met in November to discuss activities planned in the first year of the initiative. Group discussion focused on what would motivate our respective constituents to change behaviors related to health. What incentives would work to promote more healthy behaviors among staff, faculty, and students?

Healthy UNH is staffed by the NH Institute for Health Policy and Practice. The web site, more information about the initiative, and list of activities is at <http://www.unh.edu/healthyunh>.

There has been discussion about exploring how Healthy UNH can reach county staff. Those discussions will continue.

Tri Council – the annual retreat of all three councils will be January 13 at the Alumni Center. Healthy UNH has been suggested as the focus of the joint part of the meeting.

Councils are interested in developing a multi-source performance evaluation for personnel. UNH-CE is already using such an evaluation method. Julia is on the committee.

Review of RCM (Responsibility Center Management) – UNH is reviewing RCM, the current way finances at UNH work; specifically how resources are allocated and how each unit in the university is assessed money. The university is using a consultant to give input to determine the possibility of a new model by March, 2010. Recommendations will be made to President Huddleston. Of interest is to determine if the financial management system in place matches UNH strategic goals.

Council Elections – Nancy, Julia, and Matt have expiring terms; Nancy and Julia are eligible to run again. Matt is not eligible. EEC needs an “at large” representative, a family and youth representative, and a natural resources representative. Everyone is eligible to be nominated to the ballot and everyone can nominate someone from their program area.

#### HR Questions

Clarification of “conditions of employment” was discussed. There have been questions about the requirement that specialists must obtain 20% of their salary through grants. It has been asked whether this represents a change in the conditions of employment. It was felt that this is not a change in the conditions of employments, and this requirement enforces the expectation that specialists are expected to bring in grants. It can be a performance issue, and specialists have to demonstrate attempts to obtain grant funding that covers at least 20% of their salary.

Clarification of harassment training – Everyone was given the option of face-to-face training if they didn’t want to do the training online.

Maternity leave proposal – The purpose is to establish more equity in opportunities for foster/adoptive parents to take time off for a new child. This proposal is still under discussion.

#### Council Accomplishments for 2009

- By laws updated (4 years ago was the last update)

- Representation on university and system committees – UNH Strategic Plan, Healthy UNH, Multi-source evaluation, SPPC, professional development grant committee, work climate survey
- Posting EEC minutes on UNH-CE website
- Heckel and Presidential Award of Excellence Awards
- Suggested 5 questions on work/life balance for the work climate survey
- Provided input to UNH-CE administration on budget issues. 2009 was a challenging year financially for the organization, especially for some county offices.

Awards – Encourage educators to make more nominations for awards, especially the Heckel and Presidential Award of Excellence.

Meeting was adjourned at approximately 12:00.

Respectfully submitted by

Sharon Cowen