



United States
Department of
Agriculture



Cooperative State
Research, Education,
and Extension Service

Washington, DC
20250

Dr. John E. Pike
Dean and Director
Cooperative Extension
University of New Hampshire
Taylor Hall, 59 College Road
Durham, New Hampshire 03824-3587

Dear Dr. Pike:

Thank you for your letter of August 27, 2009, and the New Hampshire Cooperative Extension's (NHCE) response to recommendations made regarding the civil rights compliance review of Extension programs and operations in the State. First, permit me to commend you and members of your Leadership Team for the objective which you have set for the NHCE system: to renew and strengthen your efforts to ensure equal access and opportunity in all aspects of Extension programs and employment decisions.

The presentation of information and level of commitment for ensuring full and continued implementation of the requirements in the recommendations reflects collective thinking and planning by staffs. The emphasis centering on efforts to increase underrepresented clientele groups as well as interracial memberships in Extension clubs is commendable. If successfully implemented, the same should result in a strengthened State Extension program. Adequate and appropriate equal opportunity training will assist in fulfilling the intent of the law and in carrying out the University's policy on civil rights. The focus on using program participation data offers incremental opportunities for Extension staff members. And, perhaps more important in this endeavor is the contribution which may be made for measuring progress and improve program delivery to all customers.

The plans for administration of equal employment opportunity reflects efforts to ensure equal opportunity is maintained as an integral part of every aspect of personnel policy and practice in the employment, development, and treatment of employees and candidates for employment in the State Extension system.

Again, we thank you and your staff for continued support for the importance of equal opportunity and civil rights. We look forward to continuing to hear about your progress and achievements. If you have questions, please feel free to contact this office or Curt Deville, Director of our Equal Opportunity Staff, at 202-720-2700 or email cdeville@csrees.usda.gov.

Sincerely

Colien Hefferan
Administrator