

**ASRED Spring Meeting Minutes**  
**April 16 – 18, 2018**  
**Hilton Garden Inn - Orange Beach, AL**  
*(All activities scheduled for the Island Bay Room)*

<b>Monday, April 16</b>	
5:30 – 7:00 PM	<b>Joint Welcome Reception</b>
<b>Tuesday, April 17</b>	
6:30 – 8:00 AM	<b>Breakfast</b>
8:00 – 8:30	<p>1</p> <p><b>Welcome and Introductions</b> – Dr. Gary Lemme, Chair, ASRED  <b>Review Agenda</b>  <b>Approve <a href="#">Minutes</a> of August 2017 Meeting</b>  <b>Appoint and Charge Committees</b></p> <ul style="list-style-type: none"> <li>• Nominating Committee for 2018 - 2019 (See list of vacancies <a href="#">HERE</a>)</li> <li>• ED Evaluation/POW/Budget Committee (See Accomplishment/Goals <a href="#">HERE</a> and Budget <a href="#">HERE</a>)</li> <li>• Resolutions Committee</li> </ul> <p>Call to Order; Charge Committees; Review Agenda; Approve August Minutes – Gary Lemme, Chair</p> <p><u>Attendees:</u> Gary Lemme (AL), Paul Brown (AL), Rick Cartwright (AR), Tom Obreza (FL), Laura Johnson (GA), Gary Palmer (KY), Jeff Young (KY), Roger Leonard (LA), Gina Eubanks (LA), Steve Martin (MS), Rich Bonanno (NC), Tom Melton (NC), Damona Doye (OK), Randy Taylor (OK), Tom Dobbins (SC), Brian Callahan (SC), Robert Burns (TN), Ed Jones (VA), Eric Young (SAAESD), Denise Eblen (NIFA), Ron Brown (ASRED).</p> <p><u>Notes:</u> In-coming ASRED Chair, Gary Lemme presented a plaque of appreciation of to out-going ASRED Chair, Gary Jackson.</p> <p>ASRED Executive Director, Ron Brown presented a ceremonial gavel to in-coming ASRED Chair, Gary Lemme.</p> <p>Additions to the April 2018 agenda are:</p> <ol style="list-style-type: none"> <li>1. Career ladder</li> <li>2. Farm Bill: SNAP-ED EFNEP program funding proposal</li> </ol> <p>Tom Dobbins made motion to approve the agenda of the April 2018 meeting. Gina Eubanks seconded the motion. Approved</p> <p>Ed Jones made motion to approve the minutes of the August 2017 meeting. Tom Dobbins seconded the motion. Approved</p>

		<p>Nominating committee appointed: Tom Dobbins, Chair, Robert Burns, Rich Bonanno</p> <p>Resolutions committee appointed: Rick Cartwright, Chair; Gena Eubanks: Steve Martin</p> <p>ED Evaluation/POW/Budget Committee Appointed: Gary Lemme and Tom Dobbins</p>
8:30 – 10:00	2	<p><b>State Updates</b> (5 minutes each)</p> <p>Print Consolidated State Update document <a href="#">HERE</a> or print separately below.</p> <p>Individual documents: <a href="#">Alabama</a>, <a href="#">Arkansas</a>, <a href="#">Florida</a>, <a href="#">Georgia</a>, <a href="#">Kentucky</a>, <a href="#">Louisiana</a>, <a href="#">Mississippi</a>, <a href="#">North Carolina</a>, <a href="#">Oklahoma</a>, Puerto Rico, <a href="#">South Carolina</a>, <a href="#">Tennessee</a>, <a href="#">Texas</a>, <a href="#">Virginia</a>, Virgin Islands</p> <p><u>Notes:</u> Discussion item for August: Extension faculty graduate education - support policies, degree requirements, and degree programs. To gather information for August meeting, a survey will be shared through ASRED from Kentucky.</p>
10:00 – 10:30		<p><b>Break</b></p>
10:30 – Noon	3	<p><b>ECOP Reports/Discussion</b> – Drs. Ed Jones, Tom Dobbins, Gary Jackson and Doug Steele</p> <ol style="list-style-type: none"> <li>1) Programmatic Themes/Reporting <a href="#">Proposal</a> – Dr. Ed Jones</li> <li>2) Private Resource Mobilization <a href="#">Report</a> – Dr. Tom Dobbins</li> <li>3) Budget and Legislative Committee <a href="#">Report</a> – Dr. Doug Steele, Chair</li> <li>4) CE and University Mission <a href="#">Report</a> – ECOP Members</li> <li>5) kGlobal Study Proposal – Dr. Ed Jones</li> <li>6) Policy Board of Directors <a href="#">Report</a> – Dr. Doug Steele</li> </ol> <p><u>Notes:</u></p> <ol style="list-style-type: none"> <li>7) General support for thematic program reporting. Discussion occurred about linking common reporting goals and themes at federal and state levels. Other comments were: <ol style="list-style-type: none"> <li>a. Non-chosen themes may be considered not important</li> <li>b. Capacity-funded impacts are not normally included at an adequate level in federal reports</li> <li>c. A system that would save process time would be helpful</li> <li>d. How does this relate to NIFA’s POW process?</li> <li>e. SR Directors are willing to discuss this further</li> </ol> </li> </ol> <p>2) General agreement about moving forward on the initial Private Resource</p>

	<p>Mobilization proposal as presented in April. More detail will be provided at August meeting. States will need to re-evaluate current assessments in light of new opportunities.</p> <p>3) Budget and Legislative Committee – Ron Brown provided report in Doug Steele’s absence. States, regions and the CE system need to have a plan and advance that plan. Questions were raised about receiving value from what we are paying for currently in terms of national representation/advocacy.</p> <p>4) Cooperative Extension and University Mission (i.e., how does Extension advance the overall mission of the land-grant institution). FL, GA, AL, TN will share examples of what has been done and what were the outcomes at August ASRED meeting.</p> <p>5) Concern about Communications and Marketing Committee (CMC) being too closely aligned with Policy Board of Directors and losing the voice of research and extension. kGlobal and CMC have separate functions.</p>
	<p><b>Lunch</b></p>
<p>1:00 – 5:00 PM</p>	<p><b>General ASRED Session</b></p>
<p>1:00 – 3:00</p>	<p><b>NIFA Update</b> – Dr. Denise Eblen, Deputy Director, USDA/NIFA, Institute of Food Safety and Nutrition See report <a href="#">HERE</a>.</p> <p><u>Notes:</u> Report will be provided by Dr. Eblen. In addition to the written report, Dr. Eblen noted the following funding details for NIFA in the Omnibus: The bill provides \$1.408B, an increase of \$40M above the 2017 level of \$1.368B, or +2.9%. The draft Omnibus also includes the following provisions:</p> <ul style="list-style-type: none"> <li>• \$400M for AFRI, a \$25M increase over 2017</li> <li>• \$8M increase for SARE, for a total of \$535M</li> <li>• \$6M for relocation expenses</li> <li>• Funds a new competitive program at \$1M for the Food and Ag Service Learning Program</li> <li>• Continues funding for Rural Health and Safety Education at \$3M with a focus on opioids</li> <li>• Merges funding lines for GSA Rent and DHS Security into general administration line, but reduces the total by -\$0.647M</li> <li>• Increases the following programs over 2017 <ul style="list-style-type: none"> <li>○ VMLRP \$8M (+\$1.5M)</li> <li>○ 1994 Research grants \$3.8M (+\$2M)</li> <li>○ Aquaculture Centers \$5M (+\$1M)</li> <li>○ Farm Business Management \$2M (+\$0.55M)</li> <li>○ Potato Special Grant \$2.5M (+\$0.25M)</li> <li>○ Extension Services at 1994 Institutions \$6.446M (+\$2M)</li> <li>○ FARAD \$2.5M (+\$1.25M)</li> <li>○ Food Safety Outreach Program \$7M (+\$2M)</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Organic Transitions Program \$5M (+\$1M)</li> </ul> <p>The bill also:</p> <ul style="list-style-type: none"> <li>● Maintains pre-2014 Farm Bill matching requirements for AFRI as well as a 5% administrative rate for AFRI</li> <li>● Maintains the provision setting the Indirect Cost cap at 30%</li> <li>● Continues \$5M for Ag Vets</li> <li>● Continues provision the prohibits IDC on Extension Implementation Program under Crop Protection/Pest Management programs</li> <li>● Funds other programs at the 2017 levels.</li> </ul>
5	<p><b>NIFA Questions and Issues Regarding Budgeting and Reporting</b> – Drs. Ron Brown and Eric Young</p> <p>Several Directors, as well as budgeting and reporting staff, have identified <a href="#">Questions/Issues</a> that are of concern from the standpoint of influencing negatively the effective management of capacity funds. Questions also remain about <a href="#">Time and Effort</a> reporting.</p> <p><u>Notes:</u> From NIFA, it appears this is OMB’s effort to establish or enhance accountability among the states in relation to use of capacity funds. Time and effort is a separate issue. There is concern about managing capacity funds similar to methods used in managing competitive funds. Need to revisit this issue in August.</p>
6	<p><b>Southeast Small Fruits Consortium</b> <a href="#">(PDF)</a> – Drs. Rich Bonanno and Laura Johnson</p> <p><u>Notes:</u> The success of this effort comes from its function as a true research and extension consortium rather than a center with its own set of overhead expenses.</p>
7	<p><b>ECOP 4-H Leadership <a href="#">Report</a> and National 4-H Congress Update</b> – Drs. Laura Johnson and Ed Jones</p> <p><u>Notes:</u> Continuing conversation about defining the 4H experience and the value of the program. 4H enrollment and related data management is also being discussed. The data management system does not collect all the data that are needed, e.g., does not measure well the non-club 4H experience. 4H name and emblem usage is still up in the air.</p> <p>The Program Leader Workgroup is concerned with program matters and draft guidelines are underway. Related to this is 4H Congress itself. This used to be a big affair in Chicago, but some big donors pulled out. Then the SR decided to support it. Concerns are funding, diversity of attendance, what states send kids, how is eligibility determined?</p>

	<p>The Leadership Committee has asked questions: What is value? How best can it be used? What should it be?</p> <p>For August meeting, Directors are asked to have a conversation with their State 4-H Leader and be prepared to discuss National 4-H Congress: what is the value, what should it be, how do we improve? Ed Jones will provide specific discussion questions for these conversations. National 4-H Congress: 500 to 600 youth attend, plus another 200 to 300 adults. About 40 states represented.</p>
	<p><b>Public-private Partnerships/Collaborations</b> – Dr. Rick Cartwright and All</p> <p>Public-private partnerships and similar collaborative activities are often productive, but issues arise – policies and procedures concerning conflict of interest; best practices; successes and failures, especially with private ag-related companies and company-sponsored events, including “recreation” activities connected to conferences.</p> <p><u>Notes:</u> State ethics laws are limiting such activity. Conflict of interest policies are of concern.</p> <p>8 LA – Strong policies, ethics training each year. Cannot participate with any entity from which the university gets funds. SC – anything of value more than \$50 must be approved in advance NC – annual conflict of interest form FL – Outside Activities Request form required – 5 levels of signature; cannot consult in state; out of state, must take leave; must be subpoenaed to testify in court AL – state ethics law; cannot receive gifts of more than \$23</p>
3:00 – 3:30	<p><b>Break</b></p>
3:30 – 5:00	<p><b>SAAESD Update</b> – Dr. Eric Young</p> <p>Dr. Young will provide an <a href="#">update</a> on SAAESD, highlight the joint 2019 regional LG <a href="#">meeting</a> and report on SERA 46.</p> <p>9 <u>Notes:</u> Southern Region Mini Land Grant Meeting, Ft. Lauderdale, FL, March 19 and 21, 2019. This will serve as the biennial ASRED and SAAESD spring meeting.</p>
	<p><b>Managing Extension Faculty Needs</b></p> <p>10</p> <ul style="list-style-type: none"> <li>• Salary enhancement to retain faculty – Dr. Rick Cartwright <ul style="list-style-type: none"> <li>○ 9 month employment, but with numerous problems</li> </ul> </li> </ul>

- Hire ¾ time rather than 9 months
- Start up packages (\$300-800K)
- Overload/supplemental pay
- Making counters to offers (usually limited to by a university-set percentage and whether or not the offer is written)
- Provide equipment or funds for equipment
- Standard AV package start-up
- Share percent of overhead
- No state income tax
- 50% tuition rate for children of faculty
- 9-month versus 12-month appointments – Dr. Rich Bonanno
- Consulting policies – in and out of state – Dr. Rick Cartwright
  - Academic faculty get one day per week
  - Extension in-state consulting not allowed
  - Out of state consulting must be approved like non-Extension faculty

Notes: There was general discussion and sharing on these topics of common interest.

Directors agreed to send to Ron Brown current Extension faculty career-ladder resources to be posted on ASRED website.

Discussion over effectiveness of 9-month Extension appointments. Some discussion over whether 75% part-time appointments would work to avoid 3-month shut-down in summer. What would this mean in terms of exempt employee status?

Eric Young and Ron Brown will survey Directors on extension and research faculty appointment policies, operating procedures, and incentives.

**Value of Assessments** – Dr. Laura Johnson

Each year, Directors have to weigh the value of assessments to the total Extension program. Dr. Johnson will lead a discussion about assessments that are commonly considered across the region.

Notes: Dr. Johnson shared and discussed a common list of assessments:

1. ASRED
2. eXtension
3. 4-H Marketing
4. APLU, Cornerstone, kGlobal
5. Southern Region Extension Forestry
6. Journal of Extension

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	7. EFNEP  Future assessments need to be set-up on a specific term.
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**Wednesday, April 18**

6:30 – 8:00 AM	<b>Breakfast</b>
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8:00 – Noon	<b>ASRED Business Session</b>
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8:00 – 10:00	(2)	<b>Continue State Updates, if needed</b>
	12	<p><b>Nominations Committee Report/Action</b>  <b>Resolutions Committee Report/Action</b>  <b>ED Review/Budget Committee Report/Action</b></p> <p><u>Notes:</u>  Tom Dobbins moved to approve Nominations Committee <a href="#">Report</a>. Laura Johnson seconded the motion. Motion approved.</p> <p>Rick Cartwright made the motion to approve the Resolutions Committee <a href="#">Report</a> recognizing Dr. Doug Steele. Rich Bonanno seconded the motion. Motion approved.</p> <p>Rick Cartwright made the motion to approve the Resolutions Committee <a href="#">Report</a> recognizing Auburn University-Alabama Cooperative Extension System for hosting the April 2018 ASRED spring meeting. Damona Doye seconded the motion. Motion approved.</p> <p>Tom Dobbins made the motion to approve the Executive Director Review/Budget Committee Report regarding the exemplary evaluation of Dr. Ron Brown’s performance as ASRED Executive Director. Ed Jones seconded the motion. Motion approved.</p>
	13	<p><b>NIDB Committee <a href="#">Update</a></b> – Drs. Ron Brown and Eric Young</p> <p><u>Notes:</u> See attached report. Personnel from each state will be trained on data input to ensure quality and integrity of data reported. This is a searchable database to pull out thematic reports.</p>
	14	<p><b>Forestry Committee Update</b> – Dr. Laura Johnson</p> <ul style="list-style-type: none"> <li>• Review of current MOU and funding (<a href="#">HERE</a>)</li> <li>• Report on evaluation process (Place and Johnson)</li> <li>• Discussion on continued need for Regional Forestry support (<a href="#">HERE</a>)</li> <li>• Action steps moving forward (<a href="#">FY18 Budget</a>)</li> <li>• Regional Forester <a href="#">Report</a></li> </ul>

	<p><u>Notes:</u> Forestry Committee members are Laura Johnson, Nick Place, and Gary Lemme.</p> <p>ASRED Chair recognized Dr. Johnson and Dr. Place for providing a new level of accountability and oversight to the Southern Regional Extension Forestry Program.</p> <p>For the August meeting, Dr. Johnson will ask Directors for additional input from each state’s Extension forestry team regarding the effectiveness of the program.</p> <p>William Hubbard will provide an annual report at the August ASRED meeting.</p> <p>Directors will have continued discussion regarding the budget for this program.</p>
10:00 – 10:30	<p><b>Break</b></p>
10:30 - Noon	<p><b>Administrative Advisor and Other Reports</b></p> <ul style="list-style-type: none"> <li>• (a) SERA 25, Turf (<a href="#">HERE</a>)– Dr. Gary Lemme</li> <li>• (b) ANR PC Report – Dr. Laura Johnson</li> <li>• (c) Middle Managers <a href="#">Report</a> – Dr. Rick Cartwright</li> <li>• (d) Southern Region Aquaculture Center <a href="#">Report</a> – Dr. Rick Cartwright</li> <li>• (e) Upcoming 2018 Meetings (<a href="#">HERE</a>)</li> <li>• (f) Culture of Health/RWJF <a href="#">Update</a> – Dr. Michelle Rodgers</li> <li>• (g) Committee on Legislation and Policy <a href="#">Report</a> – Dr. Fred Schlutt</li> <li>• (h) LG System Response to the Opioid Crisis (<a href="#">HERE</a>) – Dr. Mark Skidmore</li> <li>• (i) EDEN <a href="#">Report</a> – Dr. Nick Place</li> <li>• (j) Civil Dialogue <a href="#">Update</a> – Ms. Rachel Welborn, SRDC</li> <li>• (k) JCEP <a href="#">Report</a> – Dr. Kathleen Tweeten</li> <li>• (l) NUEL <a href="#">Report</a> – Dr. Patrick Proden</li> </ul> <p>15</p> <p><u>Notes:</u> Middle Managers newsletter should be sent to Ron Brown who will then forward it to ASRED members.</p> <p>ASRED meeting during August PLN will end on Thursday at 5:00 p.m. All are asked to commit to the new schedule, so we don’t need to meet on Friday.</p> <p>In case Extension is asked to provide input, there is general agreement by ASRED for Ron Brown and Albert Essel to prepare proposed guidelines for the possible implementation of a new nutrition education program. Guidelines need to be flexible, focus on one-program per state, provide for equitable sharing (based on established criteria) between 1862 and 1890 institutions and indirect cost recoveries. ASRED supports House Farm Bill language that would allow 10% indirect cost recovery.</p>



16	<p><b>Other Items</b></p> <ul style="list-style-type: none"> <li>• (a) <a href="#">Regional Weed MOU</a> – Dr. Rich Bonanno</li> <li>• F&amp;A Rates in other states – Dr. Rick Cartwright</li> <li>• Social media policy – Dr. Damona Doye</li> </ul> <p><u>Notes:</u> States that have social media policies are asked to send internet links to Ron Brown who will compile them for the ASRED website.</p>
Noon	<p><b>Adjourn</b> Meeting adjourned at 11:13 a.m.</p>