

**Minutes**  
**Southern Region Middle Managers**  
**June 13, 2019**  
**Via Zoom**

Participants:

- Sharon Reynolds- Chair
- Blake Lanford- Vice-Chair
- Mike Martin- Secretary
- Lonnie Johnson 1862 PLC Representative
- Claude Bess
- Jeff Young
- Jennifer Cocanougher
- Jim Stewart
- Jerry Lamb
- Beth Phelps
- Brenda Rodgers

ASRED Advisor: Rick Cartwright

1. Sharon Reynolds - Middle Managers Chair, welcomed committee and called the meeting to order.
2. Update from Administrative Advisors:

Dr. Cartwright, Arkansas

- Disastrous flooding in Arkansas and Oklahoma, heavy damage to ag and causing delays in planting of crops. Using drone technology to assess damages and document flooding.
- Move of NIFA is being finalized. Most oppose the move from Washington, DC.
- NEDA meeting will be in Nashville, September 23-26. "Leading the Future" theme. Send suggestions to Sharon to give to Rick.
- ECOP doing "Next Generation" Leadership series. Main topic is Dicamba use. Looking at off-target movement and what is the role of Extension and Administrators.

3. PLC Update- Lonnie Johnson

Registration is open for the 2019 PLN meeting. It will be in New Orleans, LA and the theme is "Unmasking our Potential: Building Resilient Communities". Similar to past formats. Lonnie encouraged middle managers to submit Ignite sessions. Prizes will be offered for ignite sessions with cash prizes of \$200, \$100, and \$50 offered to the top 3 presenters.

4. Sharon reviewed meeting agenda and 2019-20 Plan of Work.
  - We will need an 1862 PLC Rep to replace Lonnie Johnson who is rotating off.
  - Nominating committee will need to secure nominee for Secretary
  - Review of possible agenda items included;
    - Succession Planning

- Employee Position Planning
- Compensation/Benefits
- Emergency Preparedness
- How to measure turnover
- How to do exit surveys
- How to approach funders at the local level.
- Arkansas uses a Peer-to-peer training program. Agent led and taught. Covering items such as hay sampling, soil sampling, weed id, how to handle certain types of calls. These are done in-person and are very hands-on.
- Sharon discussed the plan of work. We need to do as much as we can before the August meeting. Below is a summary of the status of some 18-19 POW items.
  - Biennial Conference was completed
  - Newsletter- Blake suggested another method such as a group facebook page instead of the current newsletter method of using SWAY which is not being effective. Be thinking of another format to share at the August meeting
  - BMP Guide- Sharon will re-send to the committee for review
  - Opioid report- Several states already have information out there so no need to develop anything more.
  - Onboarding strategies- Sharon will check on this with Brenda Rodgers
  - State Staffing and funding models- These were shared in the report prepared by Pete Vergot in Sarasota. Blake would like to know how states determine staff density and in what places? Distribution of staff aside from financial consideration.
  - Video Conferences- these were done quarterly

5. Options for States Night Out in New Orleans. We will review as a group in July.

Other News:

Claude shared that there are two District Director positions available in Oklahoma.

Respectfully submitted,

Mike Martin, Secretary

