



**Southern Region Program Leadership Committee Meeting**  
**February 15, 2024**  
**AGENDA**

Join Zoom Meeting

<https://msstateextension.zoom.us/j/98790849449?pwd=WCT3ckpReFo0T2Q1T3pDakt0N1YvUT09>

Meeting ID: 987 9084 9449

Passcode: SRPLC

Welcome – Uma Karki welcomed everyone to the meeting, members introduced themselves, and Uma reviewed the agenda. There were no additional items to add to the agenda.

#### Member Roll Call

##### Participants:

- ANR - Uma Karki
- COM – Michelle Burchett
- CRD – No Rep
- FCS – No Rep
- 4-H Youth Development - Melanie Biersmith and Demier Richardson-Sanders
- IT - Brian Watson
- MM – Blake Landford
- PSD - Cheryl Newberry

Advisors: Vonda Richardson (1890's)

Ex-Officio: Ron Brown

AEA: Carolyn Williams

ASRED: Paul Brown

SRDC/MSU: Roseanne Scammahorn, Rachel Welborn, Carmen Kelly, Kim Crowley

Approval of PLC December 13, 2023 mid-winter meeting minutes - 1<sup>st</sup> Carolyn Williams, 2<sup>nd</sup> by Cheryl Newberry, Approved

Update from AEA – Dr. Carolyn Williams – Winter meeting in Nashville in January. Reports given on Center of Excellence 1890's, language in farm bill, looking forward to establishing program areas on climate change and nutrition. In process of developing guidelines for new administrators, the "need to know", language, acronyms, focus on new participants in ARAs.

Update from ASRED – Dr. Ron Brown

Capacity Initiative – APLU is leading an initiative to increase capacity funding for Extension and Research. The Cooperative Extension system is participating and is also working on an Extension focus



on capacity funding. Dr. Bev Durgan, University of Minnesota, is the Extension Chair and co-chairs the APLU effort.

Budget Request for 2025 – the budget request for 2025 is \$420 million for Smith-Lever 3b/c and \$95M for Smith-Lever 3d.

Extension Program Action Teams (pats.extension.org) – the eight PATs are active and still inviting the participation of interested individuals. The Climate PAT held a national convening last month to develop action plans for Extension. A report will be provided March 1. The Broadband PAT has held one workshop and has another planned soon. Interest in both was great. The Southern Rural Development Center and Extension Foundation are both critical in success of the PATs.

The Extension Section of APLU has planned a vote on an updated procedure for assessments which support the ECOP/CES budget. The proposal includes the idea of holding constant the current assessment levels of 1890 institutions, the territory institutions and the University of DC. Under this proposal, the 1862 institutions will be assessed at a prorate level, based on their receipt of capacity funding, plus an amount to cover the slack created by holding the other institutions constant. This proposal will be for three years, at which time the procedure will be revisited.

ASRED (1862 southern region Extension) and SAAESD (1862 southern region research) will be meeting jointly next month in Lexington, KY.

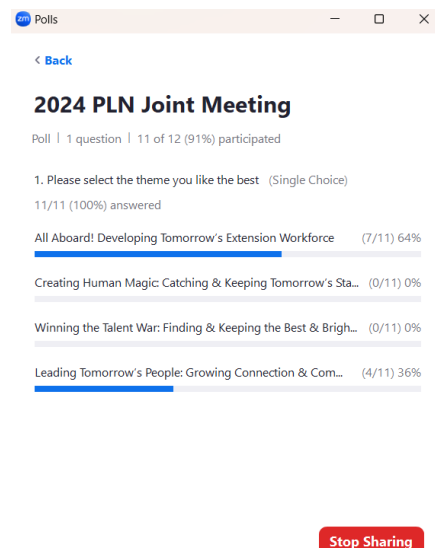
Awards – the Extension system has announced three national awards, with a nomination deadline of May 1. The awards are:

- Excellence in Extension Individual Award
- Excellence in Extension Team Award
- Diversity in Extension Award

ASRED will soon announce a search for the ASRED Executive Director role.

### Annual Meeting Planning:

- Meeting Theme “Developing Tomorrow’s Extension Workforce: Retention and Recruitment” Tagline: All Aboard! Developing Tomorrow’s Extension Workforce
- Graphics update: Tracey Courage, UAR
- Speaker update: Roseanne – Results from poll – 1<sup>st</sup> - Ryan Jenkins, 2<sup>nd</sup> - Todd Dewett, 3<sup>rd</sup> - Dave Davlin, 4<sup>th</sup> - Randy Lioz
- Registration timeline and fees: To remain the same as 2023 – Roseanne to follow up with the hotel deadline with Vickie Vaughn.
  - Need to determine when payment is due, remove them from the list to open spots, (two weeks prior to August 19?), set up to send reminder email to pay bill





with deadline to pay by August 6 (or hotel cutoff date for food). When do we need final payment?

	Early Registration * (by July 15th)	Regular Registration * (July 16 <sup>th</sup> – August 5 <sup>th</sup> )	Late Registration (August 6 <sup>th</sup> and following)
PLN Meeting	\$490	\$540	\$590
PLN & AEA/ASRED	\$565	\$615	\$665

- Drafting the agenda: Completed
- Pre-Meeting Update: Brian Watson (Chair) & Michelle Burchett –  
See below – Some templates from previous years (2018 & 2019) – Rachel and Roseanne emailed resources to Brian and Michelle.
- Newcomers Update: Cheryl Newberry (Chair) – Next meeting is February 22<sup>nd</sup>. Carmen Kelly sent the 2024 agenda to Cheryl for reference.
- Committee Officer Training Update: Blake Landford (Chair) – Use online resources to orient to their new roles. Rachel shared:

[http://srpln.msstate.edu/pln/files/SRPLN\\_Structure\\_August2010\\_Final.pdf](http://srpln.msstate.edu/pln/files/SRPLN_Structure_August2010_Final.pdf)

Uma and Rachel emailed previous PowerPoint to use as reference. Anticipate scheduling meeting in June via Zoom. What have committees used in the past – resources they currently used – Roseanne to email current chairs to seek information.

## 2. Program Committee Reports

- ANR – James Henderson and Uma Karki – Meeting was first week of February. Meeting minutes available online.
- COM – Michelle Burchett and Lyndall Stout – No updates
- CRD – Rachel Welborn – Members will be hosting a series of Webinars at NACDEP, are making good progress on Plan of Work, CRD 101 Training will be April 11th – a save the date will be sent out.
- FCS – Andrea Morris and Michelle Parisi – No updates
- 4-H Youth Development— Melanie Biersmith – February 25<sup>th</sup> is the national meeting, No updates for PLC.
- IT – Brian Watson – No updates
- MM –Blake Lanford - Early April is next quarterly call. Working on MM mentorship program. Taskforce is working to find infrastructure to support PLC committees. Once a platform is selected, the mentorship will roll out.
- PSD – Cheryl Newberry – Met in January. Reviewing with new attendance workgroups. April 16<sup>th</sup> is next meeting.

3. Other Business - None

4. Closing Remarks - None



5. Adjourn - 9:47 AM

**REMINDER – The 2024 conference call schedule is:**

- April 18
- June 20
- July 18

All calls are scheduled for 9:00 am – 10:30 am Central / 10:00 – 11:30 am Eastern  
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## **2024 SR-PLN Pre-Joint Meeting Event Proposal**

### **Important considerations:**

- There is no or little budget (likely  $\leq$ \$1500) for the pre-conference session making it unlikely that we can lure a professional speaker from outside.
- Prior attendance for pre-conference sessions has been low. If such a session is to be successful, it must speak to an explicit need of the audience.
- The Pre-Conference event is only practical as a virtual webinar.
- It is assumed that most SR-PLN members are hiring managers and are concerned with employee recruitment and retention issues. Agreement upon this core theme for the 2024 conference reinforces this idea.

### **Proposal:**

- Solicit abstract proposals from SR-PLN membership for short (10 minutes?) presentations highlighting novel, effective employee recruitment and retention strategies in use by our institutions. Presentations could focus on any of these topics:
  - Recruitment
  - Onboarding
  - Team Building
  - Professional Development
  - Retention
  - Career Advancement
  - Succession Planning
- This online Pre-Conference event would strictly adhere to a predefined schedule with the agenda being published widely beforehand. This would allow individuals to join the event for specific sessions of interest.
- Brian Watson can build out application in Qualtrics with UGA.



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- If many proposals are received, a small group of PLC members would review and choose which sessions to accept. The format will also allow flexibility in terms of the number of sessions that could be facilitated. Breaks could be incorporated into the schedule as needed.
  - An individual or small team will emcee the event – introducing the speakers and the topic for each session, moderating questions, managing breaks, facilitating session evaluations (if we do them), etc.

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