



**Southern Region Program Leadership Committee Meeting**  
**April 21, 2022**  
**Minutes**

**Participants:**

- ANR – Uma Karki
- COM – Lyndall Stout
- CRD – Dan Kahl
- FCS – Mike Gutter
- 4-H Youth Development – Travella Free
- IT – Brian McGhee
- MM – Lonnelle Marsh
- PSD – Renysha Harris, Cheryl Newberry

**AEA:** Albert Essel, Vonda Richardson

**ASRED:** Ron Brown, Laura Stephenson

**SRDC/MSU:** Carmen Kelly, Laura Narmour, Russ Garner, Vicki Vaughn

**1. Welcome:**

Brian presided over the meeting and welcomed everyone.

**2. Member Introductions/Roll Call:**

Members were invited to introduce themselves and to tell what their roles were at their respective institutions.

**3. Additional Agenda Items:**

The agenda was reviewed. Cheryl had questions from her committee regarding committee field trips in August. This was added to the agenda.

**4. Approval of PLC February Meeting Minutes:**

The minutes were reviewed and approved as read with no changes, only grammatical errors which will be corrected. Cheryl made a motion to approve the minutes as read, with Dan Kahl seconding. The motion passed.

**5. Update from AEA:**

Ms. Vonda Richardson reported:

- Closer to finding out the amount to be received through appropriations. Has been quite a bit of advocacy strategies going on. APLU has hired a new advocacy entity to work on behalf of the Land-Grants. Have been meeting with those folks.



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- Still pushing forward for the System-wide conference in Orlando, July 31<sup>st</sup>-August 4<sup>th</sup>. Registration should be released in the next few weeks.

## 6. Update from ASRED:

Dr. Ron Brown reported:

- With Dr. Laura Stephenson reporting, she mentioned that Dr. Ed Jones has agreed to serve as the Executive Director of the 4-H ECOP Leadership Committee. It is an 18-month appointment with continued looking at sustainability of funding o continue that position after the 18 months.
- Dr. Brown-Directors have begun discussions about how we're staffing to handle health Extension, states are getting more involved in health education, looking at how states are staffing that.
- Civil Rights reviews-ECOP also has interest in this; putting together a group who can share information that will help people prepare for Civil Rights reviews-related to the larger efforts in DEI in which all of the Directors are involved.
- Data collection-the administrative heads in region have initiated a discussion of the data collection process looking at personnel and budgets. Meeting in May. Will be similar to past studies
- ECOP has been devoting a good bit of time to "ECOP Processes and Principles"-a look at priority setting, approval process, funding etc..
- Looking at language assessment plans and how institutions are providing programming for people with English language deficiencies. Want to provide our programs to all people.
- National Academy's Report-The National Academy of Science, Engineering, and Mathematics has done a study on collaboration among Land-Grant institutions. Released the draft report-seeking input.
- Defining and clarifying the terms of "Extension", "Outreach", and "Engagement". Need more understandable definitions, looking at that.
- Excellence in Extension and Diversity Award applications due date approaching-May 1. Encouraging Directors to nominate good people. Southern Region has won Excellence in Extension award 7/10 years.
- Spring meeting being held in conjunction with Mini Land-Grant meeting. Meeting with all sections. May 16-19, College Station, TX.
- Dr. Carrie Castille has resigned as Director of NIFA, Dr. Dion Toombs is replacing her.

## 7. Conference Planning: "Embracing Flexibility & Innovation"

### Potential Speaker

- Michelle has been working through the channels to get USDA Deputy Secretary Jewel Bronough as guest speaker, but it looks like we will either have Dr. Shefali V. Mehta, or Dr. Chavonda Jacobs-Young Michelle is in contact with Michele Simmons with ARS to facilitate this. Will let us know closer to time who that will be. We will be pressing them to find out so that we can add to the meeting agenda.

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## Graphic Design/PLN Meeting Agenda

- We thanked Lyndall and her team for their great work. Russ shared the PLN meeting agenda with the graphics added. The PLN agenda was reviewed with the slight changes noted.

## Newcomer Meeting

- Russ sent out Newcomer materials for the sub-committee to review. Minor tweaking on PowerPoint template.

## New Officer Orientation/ Committee Chair Briefing

- Russ sent out Orientation/Committee Chair briefing materials for the sub-committee to review. No big changes in this. Will try to have this training sometime in July.

## 2022 Fun Run/Walk

- Routes are already set up. Separate registration that will be sent out as well as face-to-face registration. Developing waiver for participants to review and sign before the event.

## Committee Field Trips

- Cheryl brought this up for discussion. Negative feedback from past meeting regarding this. Want to look at other businesses outside of Extension on on-boarding, how they do their jobs, etc..One place-Buckees, another- Motor Speedway. Wanted to make sure moving forward that it would be appropriate to visit those places. Vonda had met with the PSD group and was in support of this. Did outline that there were on-boarding strategies that these entities employed that were worth looking into. Have reached out to some of the businesses and have it structured as an educational tour. Trying to schedule so that it does not conflict with scheduled events of the meeting. Laura and Dr. Brown had no objections to this as long as it was tied to a learning objective. Dr. Brown suggested a look at outputs, what changes occur as a result of the field trips? Products or development? If educational and you bring something back, then it makes sense. Lyndall brought up the experience in New Orleans, the trips can provide the traditional educational takeaways, but after a couple of years of no meeting, could provide informal networking and relational building-(re-connecting).

## Preconference Topic and Schedule

- Dan K sent out a poll out to the CRD group on what they would like to see. We were working off a list of suggestions (ideas below). Dan had volunteers on speaking to how the 1890s and 1862s work together. Would probably want folks around the region.

Ideas were:

- staff retention and recruitment/turnover reduction
- on-boarding new employees
- leadership development
- partnerships (working smarter/sharing information)
- working across generations/generations working together/Jason Dorsey (book *Zconomy*)
- Suggested to not just have one theme over multiple hours, but a couple hours on several different topics

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- Panel of 1890/1862 folks on how they work together/relationships
  - Addressing lack of training before going into a higher level role
  - Evaluation of virtual programming efforts

Still brainstorming on this. Would be great to highlight stories across the system and committees. Dr. Brown feels that the 1890/1862/1994 working together focus is extremely important. Examples from the program committees would be good.

### **Future Meeting Site Update**

- Vicki reported that Doris had contacted several hotels. Potentially going to Charlotte and Miami to investigate further. St. Petersburg-no close airport, had to mark that one off. Hopefully by end of summer site visits will be completed.

## **8. Program Committee Reports**

- ANR –Uma Karki-did not meet, nothing to report.
- COM – Lyndall Stout-no report.
- CRD –Dan Kahl- Committee met, much of the meeting was on the Plan of Work. Listening sessions are going on coordinated by the Rural Development Centers. NACDEP conference is coming up in June.
- FCS-Mike Gutter-Meeting May 5.
- 4-H Youth Development— Travella Free-4-H 1890s group met last week. Travella did not attend, but will get these notes from the meeting. No official report.
- IT – Brian McGhee-No report.
- MM –Lionette Marsh-Middle Managers met on April 14, most of discussion was concerning the Plan of Work, Jim reported that they were putting finishing touches to their Plan of Work. Discussed virtual programs, and also performance expectations for virtual agents. Lots of discussion around the different definitions used by corporations. Need constituency on the definitions of a virtual agent. It was suggested that a member of the IT committee meet to help in the discussion at PLN. Talked about mentoring, professional scheduling, and internships, and the development of a leadership program for potential county directors. Also discussed state updates. Most of the discussion was concerning resignations and retirements. States excited about legislative increases. 2023 Biennial conference planning is happening and will be held in Mississippi.
- PSD – Renysa Harris/Cheryl Newberry-Cheryl reported that one of the Plan of Work items was working on- a repository, through E-extension, Virtual summer school July 11-15. Chosen a theme of staff development: “Pipeline to Promotion”, talking about several features to focus on in selection. Survey coming out soon on that. Registration-could get this out before June?



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## 9. Other Business

There was no other business to discuss.

## 10. Adjourn

**Meeting was adjourned**

Future call schedule: June 16, July 21. All calls are set for 9 - 10:30am Central/10-11:30am Eastern

Join Zoom Meeting

<https://msstateextension.zoom.us/j/99738192170?pwd=ZmpYTWJvVzU1cGhFbjN0a2dMWEVxdz09>

Meeting ID: 997 3819 2170

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