

Kentucky JCEP Minutes
December 10, 2013

Present were Gae Broadwater, Annette Heisdorffer, Tom Miller, Linda McClanahan, Tommy Yankey, Raven Ford, Susan Turner, Jann Burks, Gary Michael Templeman, Jeffrey Bewley, Nancy Cáliz, Becky Nash, Vicki Wynn, Kelli Bonifer, Dana Anderson, Lyndall Harned, Karen Ramage, and Dr. Javiette Samuel.

The meeting was called to order by Chair Gae Broadwater at 10:00 a.m. EST by telephone conference. The meeting was to be held in Frankfort but due to the weather, it was changed to a telephone conference. Tommy Yankey moved to accept the agenda presented. Nancy Cáliz seconded the motion and it carried.

The minutes from the September 6, 2013 meeting were reviewed. Lyndall Harned move to approve them as presented. Tommy Yankey seconded and the motion carried.

Under Administrator updates:

Dr. Javiette Samuel, Associate Extension Administrator for Kentucky State University, gave a report from Kentucky State University. She said that there is a travel moratorium. Funds are available for critical needs only and must be approved by the Dean. Dean Teferi Tsegaye was named Associate Vice President for Agricultural Administration and Land Grant Programs.

The Small Farm and Minority Conference lead by Louie Rivers and Marian Simon was well attended. It was held on November 19-21 in Frankfort, KY. Attendees included participants from the southern region and across the country.

Dr. Quentin Tyler, UK Assistant Dean for Diversity, and Natasha Sanders are leading the Jr. MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences) Conference for middle school and high school students to be held on December 14, 2013 in Lexington. KSU is participating too.

Karen Ramage, CES Director of County Operations, provided a report for Dr. Jimmy Henning. Karen Ramage and Jeanie Davies are the co-chairs of the State Extension Conference which will be centered on celebrating the 100th year anniversary of the Smith-lever Act which formed the Cooperative Extension Service. She reminded everyone to register in order to determine the number of meals needed. The ESP State Meeting will be held on February 24. The State Extension Conference will be held February 25-27, 2014.

Karen Ramage also reported that Dr. Nancy Cox will be appointed Dean of the University of Kentucky College of Agriculture, Food and Environment starting in January.

The interviews for District 1 Director position are complete, and it should be known who was selected by the end of the year.

Dr. Jimmy Henning, Associate Dean for Extension and Director of the Kentucky Cooperative Extension Service, has assumed the position of National Chair of ECOP. Dr. Henning is also chair of the study at the University of Kentucky on Strategic Goals.

Under reports from Associations:

Tom Miller said that the KACAA Winter Workshop will probably be held in January. During this meeting they address concerns with the administration and include the new University of Kentucky Dean of the College of Agriculture, Food and Environment. One of the concerns to be discussed is the revision of the Career Ladder, which a committee has been addressing. The KACAA Annual Meeting will be held on July 9-11, 2014 at Kentucky Dam Village. He also reported that membership numbers look good.

Susan Turner, representing KAE-4-HA, reported that their annual meeting would be held at Pine Mountain State Park in April. There is a call for proposals to showcase the members' work. KAE4-HA has discussed a reception for the new dean. At the series of in-service trainings recently the board met and approved for KAE4-HA to be a Leadership Circle Donor to the Kentucky 4-H Foundation. Membership for their association looks good too.

Nancy Cáliz reported that the annual meeting for KASEP is Tuesday, February 25th from 9:30 a.m. to noon. Notification about applying for awards has been sent. Deadline to apply is January 15, 2014.

Becky Nash, representing KEAFCS, reported at the recent state meeting that Mary Hixson was elected state president and Edith Lovett is president elect. Their association kicked off the 100th anniversary of the Smith-Lever Act last week at their state meeting. Kentucky is hosting the NEAFCS Conference on September 15-18, 2014 in Lexington. KEAFCS would accept donations to go toward hosting the national meeting.

Lyndall Harned represented ESP. He reported that the ESP Annual Awards Meeting will be held before the State Extension Conference on February 24 at 2:00 p.m. The ESP Life Member meeting will be held at 12:30 p.m. It will be held in Lexington. There will be an evening meal. Janet Turley sent out notice of awards to specialists and agents. Work has been done to make reports for the awards more in line with the national application. January 15 is the deadline for membership. The incoming president is Natasha Lucas. The District Leader Forum program has been submitted to the National Association of Community and Economic Development. He also said that the membership drive was looking good.

Under reports from Fringe Benefits Chair:

Tommy Yankey, representing KACAA, reported that the University of Kentucky Board of Trustees approved changing UK's retirement plan vesting schedule from 5 to 3 years. The revised vesting schedule is retroactive to January 1, 2013. This reduces the vesting period for employees who were hired on or after January 1, 2010. Tommy

Yankey also reported that it was brought to his attention that chiropractic care was no longer covered by his health insurance plan. He asked for the name of a person at the University to contact regarding this. Karen Ramage advised him to talk with Bart Miller or Joey Payne.

Jann Burks, representing KAE4-HA reported that there are six strategic plan groups for UK. College of Agriculture, Food and Environment is represented on four of the six groups. Watch for surveys and provide your input. She reminded the members that the CRISIS Program is accepting donations. There is an option to request \$500 for assistance. A more detailed report is attached concerning fringe benefits as an addendum to the minutes.

Under Old Business:

Becky Nash reported that at Galaxy IV KEAFCS hosted a booth promoting the 2014 NEAFCS conference to be held in Lexington. Kentucky agents did well at winning national awards at their meeting.

Lyndall Harned commented that Galaxy IV had many sessions to select from during the conference. He mentioned that a program on setting up blogs may be a training that could be used in KY to meet technology needs.

Susan Turner reported that the breakfast sponsored by JCEP and College of Ag, Food and Environment at the Association of County Judge Executives' Fall Retreat at Kentucky Dam Village was well received. The participants were appreciative of what we do in the Cooperative Extension Service. Vicki Wynn said that she was disappointed with attendance, but said that it was nice to meet with the county Judge Executives. Gae Broadwater commented that she had not heard if JCEP has received an invoice for this event yet. She will talk with Drew Graham.

Lyndall Harned was thanked for his leadership in harnessing the information and putting it together in a PowerPoint presentation for the District Leader Forums. Karen Ramage attended several of the sessions and said they were good. She said that the program was tailored to the leaders attending the forum. The small group discussion went well. Positive comments about the program were received from the participants, and they wanted more on working with elected officials and marketing what we do. Gary Michael Templeman commented that the discussion in District 6 was good and the program was well received.

The agent dress code was discussed. The administration felt that with a wide variety of comments made on the topic, there is a need to address this issue per program area, association and Chi Epsilon Sigma. It was decided that the associations have not had time to discuss the dress code. Jann Burks expressed a concern that it would be hard to have a specific uniform across the commonwealth. Karen Ramage said she hesitates in thinking about a standardized dress code and spending local tax dollars on clothing for agents. The administration does not believe that uniforms are the answer and is not promoting the use of tax dollars for uniforms. It was decided that each association needs to explore the topic of dress code with membership.

Susan Turner with KAE4-HA said that the issue of reporting deadlines, which has been discussed, was addressed. Instead of the deadline of June 30 for all agents, the new deadline for reporting is July 15.

Under New Business:

The JCEP Leadership Conference will be financially supported as it has been in the past. Other people have the opportunity to attend besides the representatives designated by the associations.

Dr. Henning in the past has paid registration to PILD. Lyndall Harned will be events chair for 2014. He would like to arrange vans to go to the leadership conference in Memphis, TN. He also asked that information be sent to him about people to contact for congressional visits in Washington, D.C.

Gae Broadwater said to check the JCEP website and look at the nomination for JCEP Professionals of the Year award. She encouraged members to send in nominations.

The meeting dates for 2014 were discussed. Possibly the February 2014 meeting can be held sometime during the State Extension Conference.

Associations need to send updates of officers in effect on January 1 to Becky Nash.

Officers for 2014 as presented at this time are:

Chair – Becky Nash, KEAFCS

Vice Chair – Chris Ammerman, KACAA

Secretary – Raven Ford, KAE4-HA

Events Chair – Lyndall Harned, ESP

Gae Broadwater encouraged members to participate in the Tristate Diversity Conference in Hebron, KY on February 20 & 21, 2014. There is a pre-conference program on February 19. This is the 10th anniversary for this conference. Registration and program can be found at the website.

Lyndall Harned expressed his appreciation to Gae Broadwater for her leadership as Chair. Dr. Samuel also expressed appreciation for all of her work through JCEP and KSU.

Lyndall Harned moved to adjourn the meeting. Kelli Bonifer seconded the motion. The meeting was adjourned.

Respectfully submitted,



Annette Meyer Heisdorffer Ph.D.
JCEP Secretary
Daviess County Extension Agent
for Horticulture

Addendum for Minutes of Kentucky JCEP, December 10, 2013

KAE4-HA Board Meeting

Submit to Secretary

Date: Dec. 10, 2013

Report being submitted by: Jannn Burks

Please select one: Committee Report Committee: Benefits

UK Strategic Plan 2014-2020

http://www.uky.edu/Provost/strategic_planning/plan.htm

UK has formed six strategic plan groups to start the process that will begin July 1, 2014. College of Agriculture, Food and Environment is represented on several of the six groups. Key initiatives are:

- Group #1: Create a vibrant undergraduate learning community (Dr. Larry Grabau)
- Group #2: Advance a high quality graduate and professional education portfolio
- Group #3: Cultivate a Robust Research Environment (Dr. Susan Nokes)
- Group #4: Develop a strong and sustainable UK infrastructure
- Group #5: Create a positive work environment for faculty and staff (Dr. Lisa Collins, Jannn Burks)
- Group #6: Have a meaningful impact on the Commonwealth & Community (Dr. Henning, Chair)

If you have any suggestions, for any of the work groups, please go to the website for a list of chairs to send your ideas. This is very important for the future of UK. We have a new college dean, university president, university provost, who are trying to be transparent and open. They are inviting your opinions, it's vital that your voice is heard for both on-campus and off-campus areas. Please help strengthen our university by contributing when you see surveys, etc.

HR Benefits:

Thinking about retiring? Health Plans:

<http://www4.uky.edu/hr/benefits/retiree-medical-plans>

UK's retirement Vesting Plan:

Effective September 10, 2013, the University of Kentucky Board of Trustees approved changing UK's retirement plan vesting schedule from five to three years. The revised vesting schedule takes effect immediately and is retroactive to January 1, 2013. This change significantly reduces the vesting period for employees who were hired on or after January 1, 2010 and who were employed with the university as of January 1, 2013, as well as employees hired after this date.

Questions on HR policies: <http://www.uky.edu/hr/policies>

Financial Assistance: <http://www4.uky.edu/hr/work-life/contact-work-life>

Providing financially for oneself and loved ones from now through retirement is fundamental to having a good work-life balance. UK Work-Life has assembled a variety of financial resources for staff and faculty in addition to the Work-Life program CRISIS.

- Work-Life Office

Erika Chambers, Ph.D., Work-Life Director

106 Scovell Hall, Phone: (859) 257-1003, Email: erikachambers@uky.edu

* Michael Pelfrey (email: Michael.pelfrey@uky.edu) has been hired to assist employees who might need financial counseling. He will also work with the UK CRISIS program which is transitioning under the Staff Senate and HR.

** **CRISIS** Program is set up for staff that might need emergency funds. It was created in 2010 by the Staff Senate (supported by HR). There is an option to request up to \$500 for assistance. CRISIS is in need of donations to support this effort. Employees may donate through payroll deduction (as little as \$2.50 per by-weekly payroll, \$5.00 monthly donations, one-time donations) donations are currently not tax-deductible, however, the Work-life Director is working on establishing a 501(c)3 for the future. Payroll deductions may be stopped at any time by the employee. You may request donations through your "link blue, myUK account".

* A new Work-life survey will be coming in 2014, please participate on the survey. Results help lead the direction of benefits for employees. We want your (off-campus) voices heard.

Staff Senate: Please consider running as a senator on the Staff Senate in the Spring, 2014. There are remote options for participating.