**Minutes**

**March 16, 2020**

**Present:** Rebecca Baxley, Ashley Burns, Mark Cathcart, JC Chong, Julia Cox, Lindsey Craig, Mallory Dailey, Thomas Dobbins, Jordan Franklin, Carol Hamilton, Lauren Hood, Faith Isreal, Karen Jackson, Drew Jeffers, Terasa Lott, Scott Mickey, Callen Outen, Jaime Pohlman, Nathan Smith, Morris Warner, Alana West, Rick Willey, Gayle Williford

 **Welcome** Rick Willey

* **Welcome and Introductions**
* Rick Willey approved minutes, Callen Outen seconded.

 **Administrative Update** Dr. Tom Dobbins

* Program Team Lead and District Directors to approve travel.
* Events with over 25 people are to be postponed up to April 1st, more information to come by the end of the week.
* Continue to perform essential programing
* Promotion track for Specialists/Associates is still under review.
	+ Bachelors Degree new hires starting at $40k
	+ Masters Degree new hires starting at $45k
	+ Cannot fill all positions and have raises.
* 4-H Strategic plan is being updated
	+ Planning postponed due to COVID-19

 **Association Reports**

* SCAEAP Anjanette Washington, Pres.
* Not present to give report
* SCACAA Morris Warner, Pres.
* Annual Extension Meeting potentially will be a one-day event if scheduled which will include other associations.
* SCAE4-HA
* No report given

 **Committee Reports Chairs**

* Org. & Policy Mallory Dailey
* Recognition Faith Isreal
* Thanked everyone for submitting nominations for the Extension Awards. Judging day was Friday, March 13th and winners were selected.
* Please review Extension By-Laws for further description of this committee
* Welfare Nathan Smith
* Update on career ladder
* Welfare Committee is looking to obtain more members

Rick Willey: Email will be sent out to provide more information specific information on the duties and overall responsibilities of each committee to help provide clarity before one decided to sign up to participate.

 **Old Business**

* Extension Associate and Extension Specialist Promotion Ladder

 **New Business**

* **Committees**
	+ Org. & Policy

Requesting new members for

* + Recognition
	+ Welfare
	+ AD-hoc committee to follow up with President and Dean
		- Request to form a committee
* Membership – Certificates printed, dispersed at next meeting
* Salary Discrepancies
	+ How many people does this affect?
* Letter to Dr. Dobbins addressing concerns with PSA
* Committee: Lindsey Craig, Carol Hamilton, Scott Mickey,
Alana West
* Examples:
	+ Facebook: lack of Extension content
	+ Controversial Facebook posts
	+ Coverage for county programs
	+ Extension in a Minute Videos
	+ Lack of knowledge writers have on Extension programs
	+ Cost of coverage.
* Communications
* Schedule Future Meetings
	+ Doodle Poll for future meetings
	+ Next meeting preferably in person
* Meeting with President and Dean
	+ TBD in November/December
* Adjourn @ 10:39 am