

Notes  
Regional Directors Meeting  
September 1, 2009  
Embassy Suites, Cool Springs, Franklin

Present: Tim Cross, Mike Gordon, Shirley Hastings, Connie Heiskell, Herb Lester, George Smith  
Herb Byrd, Steve Sutton, Chandra Reddy, Richard Winston, Thelma Sanders-Hunter.

**1. Changes at TSU**

Overview of Changes in Extension, Research and Teaching at TSU. Goal: accountable joint State Extension program.

**2. County Director Terms**

Dr. Byrd confirmed that County Directors are appointed for 3-year terms, subject to adequate performance and renewal. Need to work on renewal letters for new 3-year terms. Is it possible to generate list of 3<sup>rd</sup> year county directors in July, evaluate in fall, generate new letter in January?

**3. HR Reorganization**

Two service centers established--UT Extension will be served by Eastern Office. Applicant tracking to be established. Electronic document processing soon, with all records scanned and online.

**4. Richard Winston – TSU Interim Assistant to the Dean**

Richard Winston discussed his interim role as Assistant to the Dean. Considering new agents in additional counties. Four agents recently employed (Knox, Loudon, Claiborne, and Monroe). Plans to visit all counties with TSU agents. Dr. Sanders-Hunter identified that the last hires were all ag and 4-H. Lack of FCS capacity. Need to reconsider staffing?

**5. Middle Managers Meeting Report**

Connie Heiskell summarized the recent Middle Managers' meeting, and discussed the development of county director training modules. Also reviewed urban conference prior to PLN meeting.

**6. Centennial Celebration**

Discussion of Centennial Celebration, plans and opportunities.

**7. Communication with Staff during Economic Challenges**

Communication discussion among staff. Need for more communications with staff during economic challenges, especially for newer hires. Consider working through county directors. Develop/offer financial management courses?

Dean's Office Facebook page? Messages in lieu of mini-conferences? Counseling contact?

**8. Stimulus Fund Proposals**

ANR report on stimulus fund proposals: 54 submitted for 4 times the funds available. Need to provide training for writing grant proposals. Funding decision will be made soon. All proposals have very good ideas.

**9. Next Scheduled Meeting**

October 12, 2009