



Experiment Station
Committee on Organization
and Policy (ESCOP)

—COOPERATIVE—
EXTENSION

2022 Joint ESS/CES-NEDA Meeting¹

September 25-28, 2022

The Marriott Baltimore Waterfront

700 Aliceanna Street

Baltimore, Maryland

Meeting Theme: Building Trust

Meeting Outcomes:

- Engage with colleagues in the Cooperative Extension Section and the Experiment Station Section in joint professional development activities.
- Challenge directors to engage in difficult discussions that may expose vulnerabilities.
- Deliberate, collaborate, and innovate based on joint work sessions that revolved around the meeting theme: Building trust.
- Use of the brain as a processing unit versus a storage unit.
- Active engagement in every work session.
- Evaluate perspectives of our past to heal and reconcile and build a future based on respect and dignity.
- Employ new ideas and strategies developed during joint work sessions.
- Probe leadership strategies to improve organizational effectiveness, employee engagement, and client/constituency trust.
- Explore the future possibilities of the Cooperative Extension Section and the Experiment Station Section.
- Contribute to the business of the Cooperative Extension Section and Experiment Station Section and participate on actionable items.

Planning Team Committee Members:

Christopher Brian Watkins, Cornell University, Co-chair, CES-NEED

Matt Wilson, West Virginia University, Co-chair, ESS-NERA

Yvonne Matthews, Lincoln University, CES-AEA

Olga Bolden-Tiller, Tuskegee University, ESS-ARD

¹ Meeting agenda V16: September 20, 2022

Karl Martin, University of Wisconsin, CES-NCCEA
Tala Awada, University of Nebraska, ESS-NCRA
Tom Dobbins, Clemson University, CES-ASRED
Nathan McKinney, University of Arkansas, ESS-SAAESD
Lindsey Shirley, Colorado State, CES-WEDA
Chris Pritsos, University of Nevada Reno, ESS-WAAESD
Caroline Henney, APLU, CES
Sandy Ruble, APLU, CES
David Leibovitz, ESS-NERA
Rick Rhodes, ESS-NERA
Alton Thompson, ESS-ARD
Gary Thompson, ESS-SAAESD
Jennifer Tippetts, ESS-WAAESD



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Meeting Agenda

Sunday, September 25:

- 3:00 – 6:00 PM Registration
3:30 – 5:00 PM ECOP/ESCOP Professional Development for New Administrators
6:00 – 7:30 PM Reception and Opening Remarks from ECOP and ESCOP Leadership

Monday, September 26:

- 7:00 – 8:00 AM Breakfast
- 7:00 – 9:00 AM ECOP Breakfast Meeting
- 9:15 – 9:30 AM Land Acknowledgement Statement and Host Institutions Welcome
Speakers: Lin Quenzer, Pastor, Sacred Winds Native Mission UMC, Lincoln, NE
Puneet Srivistava, Associate Dean, College of Agricultural Sciences, University of Maryland
Jurgen Schwarz, Associate Dean for 1890 Research Programs, School of Agricultural and Natural Sciences, University of Maryland Eastern Shore
- 9:30 – 11:00 AM Joint Session 1: **Building Trust**
Moderator: Caroline Henney, Executive Director, Cooperative Extension System/ECOP & Assistant Vice President, FANR
Trust is essential in relationships and building trust is needed to re-ignite culture in a peri- and post-pandemic era. This joint work session will challenge directors to consider adoption of new practices and strategies to build institutional and organizational culture.
Speaker: David Horsager, CEO Trust Edge Leadership Institute, White Bear Lake, MN
- 11:00 – 11:15 AM Networking Break
- 11:15 – 12:00 PM Joint Session 1 continued: **Building Trust Work Session completion**
Speaker: David Horsager, CEO Trust Edge Leadership Institute, White Bear Lake, MN
- 12:00 – 1:00 PM Lunch

- 1:00 – 3:00 PM **Joint Session 2: From Reckoning to Healing and Reconciliation**
Moderator: Tala Awada, Associate Dean Agricultural Research Division, University of Nebraska
The session focuses on the importance of remembering and recognizing the painful past as key to healing, reconciling, and building a future based on respect and dignity for everyone.
Speakers
Speaker 1: *From Truth to Reconciliation* – Lin Quenzer, Pastor, Sacred Winds Native Mission UMC, Lincoln, NE
Speaker 2: *Building a future based on dignity and respect for everyone* - Dawne Curry, author of [Social Justice at Apartheid's Dawn: African Women Intellectuals and the Quest to Save the Nation](#), Associate Professor, Women's and Gender Studies, University of Nebraska
- 3:00 – 3:30 PM Networking Break
- 3:30 – 5:00 PM **Joint Session 3: Generational Diversity and Interactions in the Workplace**
Moderator: Yvonne Matthews, Cooperative Extension Associate Administrator, Lincoln University
According to the [Society for Human Resource Management](#), there are at least four generations now in the workplace: Baby Boomers, Generation X, Millennials and Generation Z. Managing a multigenerational workforce with so many different perspectives, experiences, values, and goals poses a unique organizational challenge for company leaders, managers, and HR professionals. This session will outline the challenges and opportunities related to a multigenerational workforce and discuss ways to improve communications and productivity.
Speaker: Caroline Henney, Executive Director, Cooperative Extension System/ECOP & Assistant Vice President, FANR
- 6:30 – 9:00 PM Dinner on your own

Tuesday, September 27:

- 7:00 – 8:30 AM Breakfast
- 8:30 – 10:00 AM **Joint Session 4: The Land-grant Institution of the Future**
Moderator: Lindsey Shirley, Assistant Vice President for Engagement and Extension and Deputy Director of CSU Extension, Colorado State University

Identification of challenges and opportunities for the Land-grant institution of the future. What steps does the system need to take to get to the institution that we want to be and need to be? This session will examine new ways of working—principles, practices, agreements, norms, and expectations as a means to realize the purpose and ambition of the Land-grant university system while continuing to build trust and connection throughout the network. The session is based upon “Brave New Work” by Aaron Dignan (2019) www.bravenewwork.com and his company, [The Ready](#).

Speakers: Tanisi Pooran and Sarah Koegler, Facilitators at The Ready (an organization design and transformation partner assisting in discovering a better way of working), Denver, CO

- 10:00 – 10:30 AM Networking Break
- 10:30 – 12:00 PM Joint Session 4 completion: **The Land-grant Institution of the Future**
Speakers: Tanisi Pooran and Sarah Koegler, Facilitators at The Ready, Denver, CO
- 12:00 – 1:30 PM Experiment Station Section Diversity Luncheon
Presentation of the National Experiment Station Section Diversity, Equity and Inclusion Awards
Recognition of Excellence in Leadership Awards
- 12:00-1:30 PM Extension Section Luncheon
Sponsored by National 4-H Council
- 1:30 – 2:30 PM Section and Partner Meetings:
Extension Foundation Annual Business Meeting
ESS Business Meeting
- 2:30 – 3:00 PM Networking Break
- 3:00 – 5:00 PM Section Meetings:
CES-NEDA Business Meeting
ESS Business Meeting

Wednesday, September 28:

- 7:00 – 8:30 AM Breakfast
- 8:00 – 10:00 AM Regional Meetings:
ARD
AEA

NCRA
NCCEA
NEED (NEED and NERA meet together 8-9:30 AM)
NERA (NEED and NERA meet together 8-9:30 AM)
SAAESD
WAAESD (WEDA/WAAESD meet together 8-9AM)
WEDA (WEDA/WAAESD meet together 8-9AM)

10:00 – 10:30 AM	Networking Break
10:30 – 12:00 PM	Regional Meetings continued
12:00 – 1:00 PM	Lunch
1:00 – 2:30 PM	Cooperative Extension Regional Meetings continued
1:00 – 2:00 PM	Experiment Station Section Presentation: “Authorization Through Appropriations” <i>Speakers:</i> Elizabeth Stulberg, Lewis-Burke Associates, Washington, DC
2:00 – 3:00 PM	ESCOP: Budget and Legislative Committee Meeting
2:00 – 3:00 PM	ESCOP: Science and Technology Committee Meeting
3:00 PM	Meetings Adjourned