

**Community IPM Leadership Team
Planning Meeting
July 1, 2010, 10:00 AM - Noon**

Participants (via teleconference or Skype): Paul Baker, Peter Ellsworth, Al Fournier, Dawn Gouge, Ursula Schuch, Kai Umeda, Kelly Young

Purpose: To plan for implementation of Extension IPM Urban / Consumer / School / Public Housing IPM activities, including hiring and prioritizing the activities of an Assistant in Extension.

Meeting Notes

Name: Shall we refer to this as the Community IPM Leadership Team? I wish to make it something easier to deal with, inclusive, yet distinct from your own operational teams.

I. The Community-Urban IPM Team: a review of the plan

Peter reviewed the concept behind the EIPM plan to hire assistants in extension (AiE) to improve our ability to put IPM into the hands of end-users. Each of three AiE's will work as a statewide resource in their area of emphasis, and interface with faculty teams to help develop and deliver IPM programs to clientele. In particular, the Urban IPM AiE, based in Maricopa County, will be unique because this person's duties span what are three areas of emphasis in the EIPM program: consumer-urban IPM, school IPM, and housing IPM. The Community IPM Leadership Team is officially formed as of this meeting and includes Ursula Schuch, Dawn Gouge, Paul Baker and Kai Umeda (with involvement from Al, and Peter and Ed as ex officio members). Each of these team members has a stake in the success of the new AiE and each represents other faculty members on broader-than-IPM Extension working groups (e.g., the Turf Team, the Urban Horticulture Team). But this core group will be the mechanism to manage this resource, and will report back to the IPM Coordinating Committee. The Community IPM Leadership Team will provide initial and continuing direction for this position, defining the duties and priorities. A main objective of today's meeting is to further develop the vision for this position, the duties and priorities, and to get a start on what will become a position description for hiring the new AiE.

II. EIPM Scope-of-Work and Beyond: Activities related to Community IPM; defining the role of the AiE.

With Al, the group reviewed the commitments made in the original EIPM Scope of Work for these three emphasis areas and confirmed the revisions made by team members. Because our grant budget was cut by 50%, our EIPM commitments have been scaled back. However, because of leveraged funding that is contributing to this AiE position and Community Team operations, the team's commitments go beyond the EIPM commitments. For example, we discussed plans to implement an evaluation of homeowner extension education in two HOAs (in Tucson and Phoenix) as Ursula had outlined in the original EIPM proposal. While this commitment was struck from the EIPM scope of work, the team plans to move ahead with this goal, and in fact it

will be expanded beyond tree health to include turf health and management components. Ursula and Kai also discussed conducting a similar evaluation on a smaller scale with golf courses and also with schools (later in the 3 year grant, using the homeowner study as a model). For these kinds of commitments beyond the EIPM grant, AI will be soliciting a separate outline of outputs and expected outcomes from team members. Other clarifications:

- Bed bug workshops will not be conducted as outlined in the EIPM proposal. However, bed bug presentations / training will be incorporated into the City of Phoenix pest management training program and into the public housing workshop, which are moving ahead as planned. Also, Dawn plans to conduct one presentation per year on bed bugs to the medical community.

[Dawn dropped out of the call at this point.]

- Kai conducts turf screening trials but does not consider this part of EIPM or anything that the AiE will likely be engaged in. He will serve as a resource to this person for all questions and activities related to turf IPM.
- The SmartScape program focuses on water management but includes at least one presentation that is IPM related. Ursula and Mary Olsen both participate in the program and there is an Advanced SmartScape curriculum that is currently under development. It was suggested that, over time, the AiE might contribute to this program in some way, either presenting on occasion or helping with development of an advanced IPM module. Terry Mikel covered this in the past for Maricopa Co., and he suggested that Rick Gibson might be able to handle this near-term need (Sept. 2010). Kelly Young has also volunteered to cover this subject area for the next Smartscape program in the west Valley.
- The Master Gardeners program, likewise, is an area where, over time, this person might become a resource. However, the group discussed the importance of ensuring that the AiE is not “consumed by the program.” Their role with MG must be very clearly defined from the outset.
- Ursula works with the AZ Certified Landscape Professionals (ACL P) in a formal program to certify landscape professionals. Some other UA faculty also teach in this program, which offers classes once per month 10 times per year. Exams are administered at MAC and in Casa Grande in April each year. This program includes a section on abiotic and biotic disorders of plants. The AiE *might* contribute to this, but not until at least year 3.
- Ursula also works with the AZ Certified Nursery Professionals (ACNP) on a professional development / certification program. This program has slowed because of the recession and meets annually in Glendale. The board of directors (made up of course instructors) is now putting together a study manual for this. Probably little if any role for the AiE in this.
- Peter mentioned the idea of having the AiE develop a newsletter or summary of current work in the overlapping areas of emphasis that this group will oversee. A goal of this would be to enhance internal communication, but it could also be delivered as an extension output to carefully targeted clientele. This would provide timely programmatic information and could also be posted online. There is somewhat a model for this what Marco Peña has been doing with the Vegetable IPM Team: working with each member on a regular basis to develop relevant information for clientele. The group liked the idea.

III. Position Description and Plan for Hiring

- We should develop a position description and a plan for hiring in the short term. The Community IPM Leadership Team constitutes the search committee for this position.
- Advertise as “open until filled.”
- Funds for the position are potentially available as soon as early August (new EIPM). But if EIPM funds are delayed, we could potentially fund from carry-over if the person is hired sooner.
- Someone with IPM or plant pathology or horticulture or weed science or related background.
- Bachelors in related field would be minimum education requirement, but more likely a Masters level.
- Skills: teaching, writing, communicating, interacting with diverse people, self-motivated, independent (but responsible to this group).
- The IPM Program Manager position description that was developed by the IPM-CC for Al’s position years ago has many of the elements that would be needed. It was suggested that this could be circulated among the group and revised as needed for this new position.

IV. Budget Issues

Peter explained that many different “lines” in the overall EIPM-plus-leverage budget are contributing to the function of the Community Teams. Beyond the salary for the new AiE, there are separate operations lines and separate travel lines for each of the 3 areas of emphasis. The question was asked if the group is comfortable in setting up a single “Team” account that everyone has access to or whether it makes more sense to set up several smaller subaccounts. Al explained some logistical advantages of accounts set up “by person” as opposed to a pooled account. Decision on this was deferred for now.

This group should also be reminded that the commitment from CALS is year-to-year for up to 3 years. It is Peter’s position that if there are cuts, our plan for cuts would be as follows:

- 1) Reduce travel and operations further,
- 2) Reduce or eliminate student Extension Assistantship
- 3) Reduce investment in or eliminate any unleveraged personnel

It should be noted here that there is no extramural leverage currently for the Community IPM AiE position. The Leadership Team and their constituent groups should be making plans for garnering external, partial support for this position. Next year’s SCBG program would be an excellent potential source of stable funding.

Actions

- Al will send the notes out for group review
- Al will send a copy of the IPM Program Manager job description to stimulate thought on development of the AiE job description
- The group needs to identify someone who will take the lead on developing a first draft of the position description for group review.