

**WEDA Western Regional Administrators Meeting (WRAM) Committee**  
**January 1, 2025-December 31, 2025**  
**Annual Plan of Work**

**WRAM Committee Members** (Please list name and institution):

In attendance at the 2024 WRAM committee meeting:

- Larry Brence                      Montana
- Dennis Kaan                      CSU
- Kurt Jones                        CSU
- Jamie Davis                      OSU
- Holly Gatzke                      UNR
- Darrin Parmenter                CSU
- Christina Turner                NMSU
- Kerri Rollins                    CSU
- Eric Killian                      UNR
- James Pritchett                CSU
- MJ Fisher                        U Idaho

**Committee Membership & Mission/Purpose:**

The WRAM planning committee shall be comprised of those professionals from WEDA member institutions who are serving in state, regional, or district administrative roles for Cooperative Extension in their state/territory/insular islands. They meet together virtually and annually for an on-site conference to address strategies and issues related to personnel, budget, and other management functions and issues.

**2024 Accomplishments:**

(Please briefly describe the committee's accomplishments this past year).

The committee's purpose is to come together and discuss common administrative issues, challenges, and goals; network with peers; build collaborative relationships and form partnerships.

We met in Durango, CO from October 8 – 10. I have attached the agenda, but topics discussed were centered around leadership development, conflict management, recruitment and retention, promotion and tenure, and orientation and onboarding. We were fortunate to have two leadership activities, one from a private coach (Suzanne Phare) and one from CSU Extension's HR Director, Ali Shore. Updates on WPOLC and WEDA were also given.

**Taking into account WEDA’s long-term goals and intended outcomes, what are the committee’s major goals & ongoing strategies/activities?**

Strategy/Activity	Metrics	Who	Timeline	Accomplishments
Professional Development for Mid Managers			Annual Meeting	Increase knowledge and networking for management issues, budgets and personnel
Promotion and Tenure List	Updated annually		Annual Updates	Maintained list for outside reviewers for states with P & T process
Recruiting for positions	Qualified applicant pools		Any time open positions can be distributed to states	Increased candidate pools
Employee retention & competitive salaries			Annual Meeting	Sharing of ideas on how universities are addressing the challenge

**Additional Priority Strategies/Activities and timeline for 2024:**

Strategy/Activity	Metrics	Who	Timeline
Annual Meeting		Oregon State Univ.	April 2026 or 2027* contingent upon the leadership conference noted by WEDA