

CFAES



Director's Video

January 24, 2023

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Associate Dean and Director, Chair, OSU Extension



THE OHIO STATE UNIVERSITY

EXTENSION

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Ohio State University Extension

OUR VISION

Ohioans have the *knowledge* and *resources* they need to *actively engage* in creating conditions in which they *thrive*.

OUR MISSION

We create *opportunities* for people to explore how *science-based knowledge* can improve *social, economic, and environmental conditions*.

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Agenda

- Welcome and Reflection
- Investing in Partners
- Investing in Programs
- Investing in People
- January Challenge

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Welcome

**Happy
New
Year!!!**

**New Year's Day
January 1, 2023**

In the Gregorian calendar, New Year's Day is the first day of the year



**Chinese New Year
January 22, 2023**

Marking the end of the Year of the Tiger, and the beginning of the Year of the Rabbit. Ushering in good luck for the coming year.



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Welcome

My 2023 Word for the Year

Foundation

Support

Faith

Principles

Strength

Health and wellness

Extension KEYS

Planning

Family

- ❖ A basis (such as a tenet, principle, or axiom) upon which something stands or is supported
- ❖ An underlying base or support
- ❖ A body or ground upon which something is built up or overlaid

Source: <https://www.merriam-webster.com/dictionary/foundation>

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Principles of Community

Extension KEYS: Caring and Inclusion

Martin Luther King Jr.
Day January 16, 2023

The annual King Holiday Observance is a time that we celebrate, commemorate and honor the life, legacy and impact of Dr. Martin Luther King, Jr.



"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

"Life's most persistent and urgent question is, 'What are you doing for others?'"

"Our lives begin to end the day we become silent about things that matter."

--MLK, Jr.

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Strategic Initiatives Update

Framework for our Future

OSU Extension
Investing in Impacts



People

How Extension attracts, develops, retains, and structures diverse talent — engaging faculty, staff, students, and community volunteers.

Programs

How Extension addresses the multitude of issues important to diverse Ohioans. Intentional and inclusive programming influences Extension's relevance and impact.

Partners

How Extension attracts and collaborates with diverse community and campus partners to leverage resources for collective impact.

Next Steps

- Clarify Goals and Success Factors
- Align Resources and Address Gaps in Support
- Operationalize at State and Local Levels
- Frequently Asked Questions
- Future Director Videos
News & Notes
Additional Communications

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Investing in Our PARTNERS

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Technology for Trusted Relationships+

Partner Pilot Project

- Community and campus advisors, allies, informal collaborators, formal partners, and other supporters

Why?

- Be a better partner – OSU Extension is a Partner of Choice (one aspect of partner commitment)
- Better understand our partners
- Secure and confidential contacts and communications

How?

- Salesforce “Service Cloud” – Foundation for Reporting and Engagement
Designed by Extension professionals, IT team (CFAES/University/Consultant), Peer Institution Guidance

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Urban Engagement Update

Reflecting on Our Past & Looking Ahead



Capacity Building

- Leveraging resource to hire new personnel
- OSU vice-provost position for urban research & community engagement
- Quarterly urban Extension conversations to address what matters most.

Julie Fox, fox.264@osu.edu

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Partnerships Updates

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TSC Distribution Center- Stark 4-H was invited to accept a \$5K check for local 4-H program support and tour the new facility.

Hiring 500+ individuals; largest TSC distribution center (size of 16 football fields)

Already discussing workforce development, employee education programs, and youth engagement!!!

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Recipe for Success— Meeting the Needs of the Community

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Lake County December 2



Participated in a service project for a local homeless shelter, Project Hope. The shelter has two areas, one for families with children and another for just adults. Lake County OSU Extension partners with them regularly.

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— Recipes for Success— Fostering Collaboration

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Highland and Brown December 16



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— Recipe for Success— Partnerships, Approach to Team, and Taking the Pulse

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Auglaize January 13



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— Extension Annual Conference

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— Investing in Our PROGRAMS

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Community Development: 2023 programs

- Collaborate with Knowledge Exchange and the Department of Agricultural, Environmental, and Development Economics to develop the impact of the agricultural and food production cluster in each county
- Conduct a statewide business retention and expansion survey
- Offer statewide leadership academy classes to elected officials

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Thank you

- | | | |
|----------------------|------------------|-------------------|
| • Godwin Apaliyah | • Joe Lucente | • Eric Romich |
| • Jill Bartolotta | • Ken Martin | • Dawn Schultheis |
| • Thomas Blaine | • Sarah Mays | • Gwynn Stewart |
| • Nancy Bowen-Ellzey | • James Morris | • Jerry Thomas |
| • Beth Bolas | • Myra Moss | • Meghan Thoreau |
| • Stacie Burbage | • Becky Nesbitt | • Julie Wayman |
| • Jessica Burns | • Sarah Orlando | • Kyle White |
| • Tory Gabriel | • Amanda Osborne | • Nicole Wright |
| • Scott Hardy | • Richard Purdin | |
| • Kenzie Johnston | • Brian Raison | |

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Ohio Beginning Farmer Tax Credit Program

OSU Extension Approved Programs

Under the leadership of the Farm Financial Management and Policy Institute three courses are now available:

- OSU Farm Financial Management Course, Contact: [Eric Richer](#) - (419) 590-6042
- OSU Beginner and Small Farm Financial College, Contact: [David L. Marrison](#) - (740) 722-6073
- AEDE 3104 - Farm Business Management, Contact: [Barry Ward](#) - (614) 688-3959

And from OSU ATI

- [Ohio State University/ATI - ANMLTEC/CRPSOIL 3800T Principles of Farm Business Management](#), Contact: [Royce Thornton](#) - (330) 287-1373

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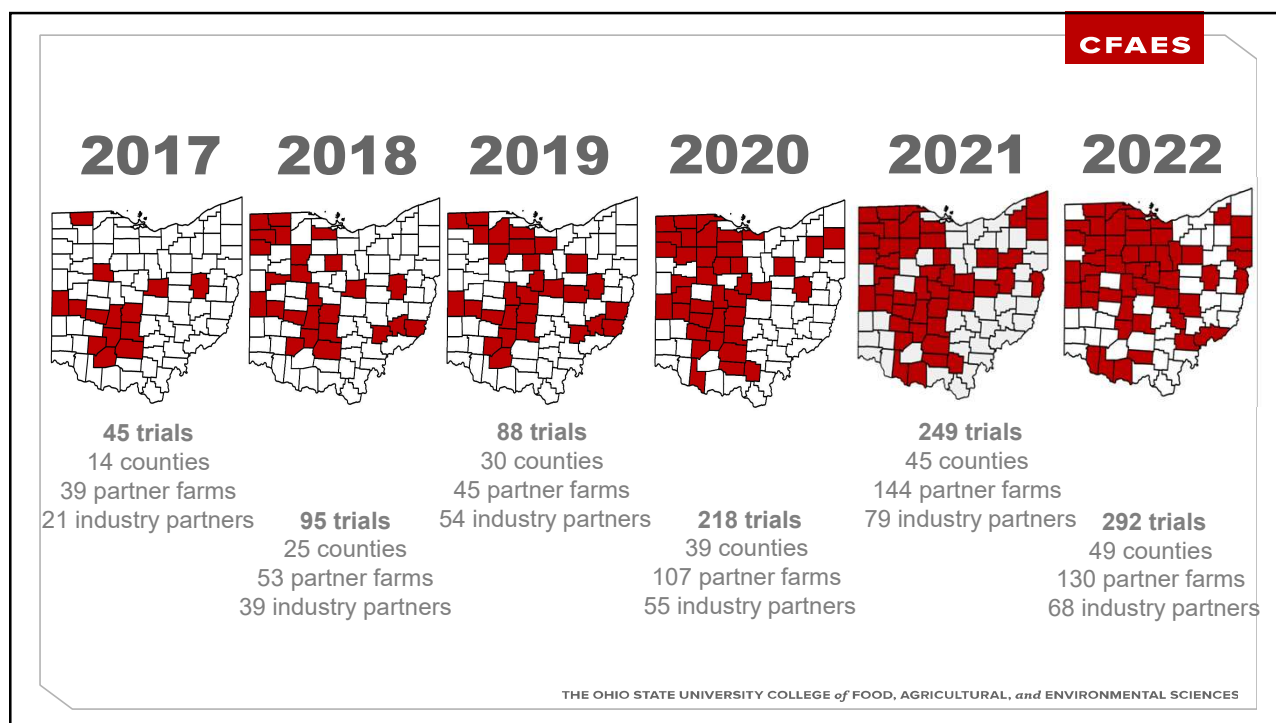
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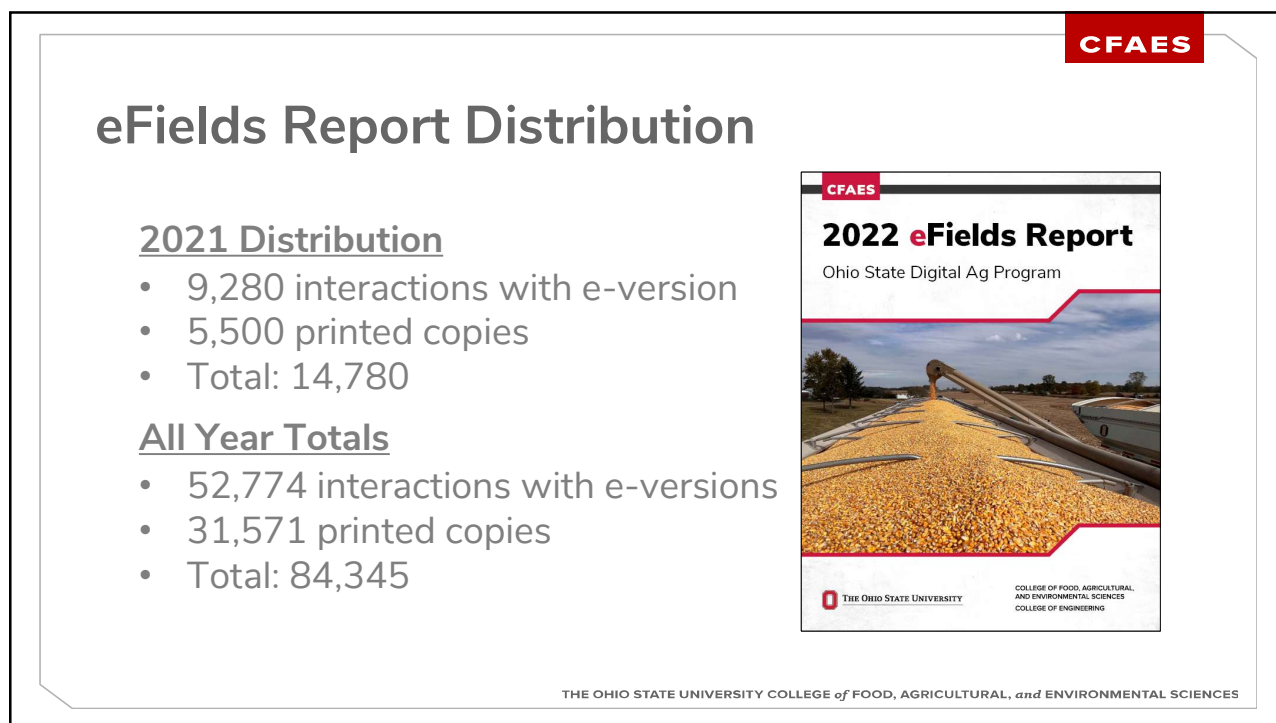
go.osu.edu/eFields

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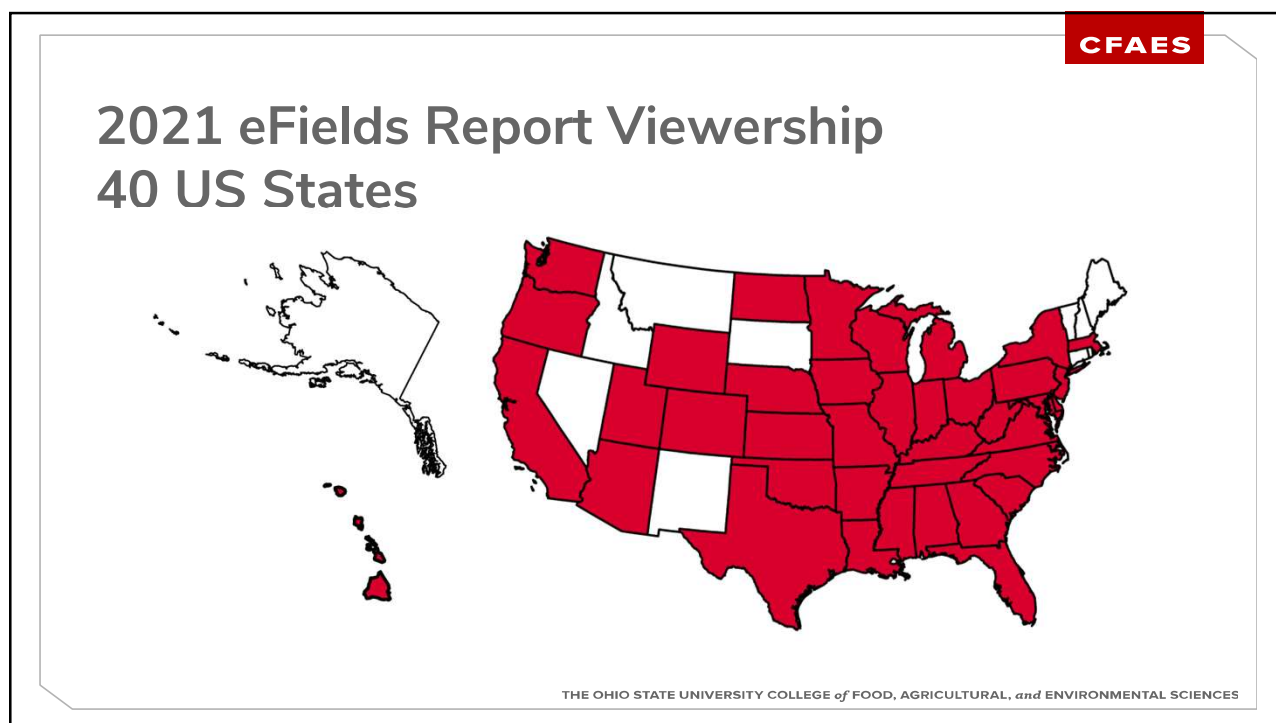
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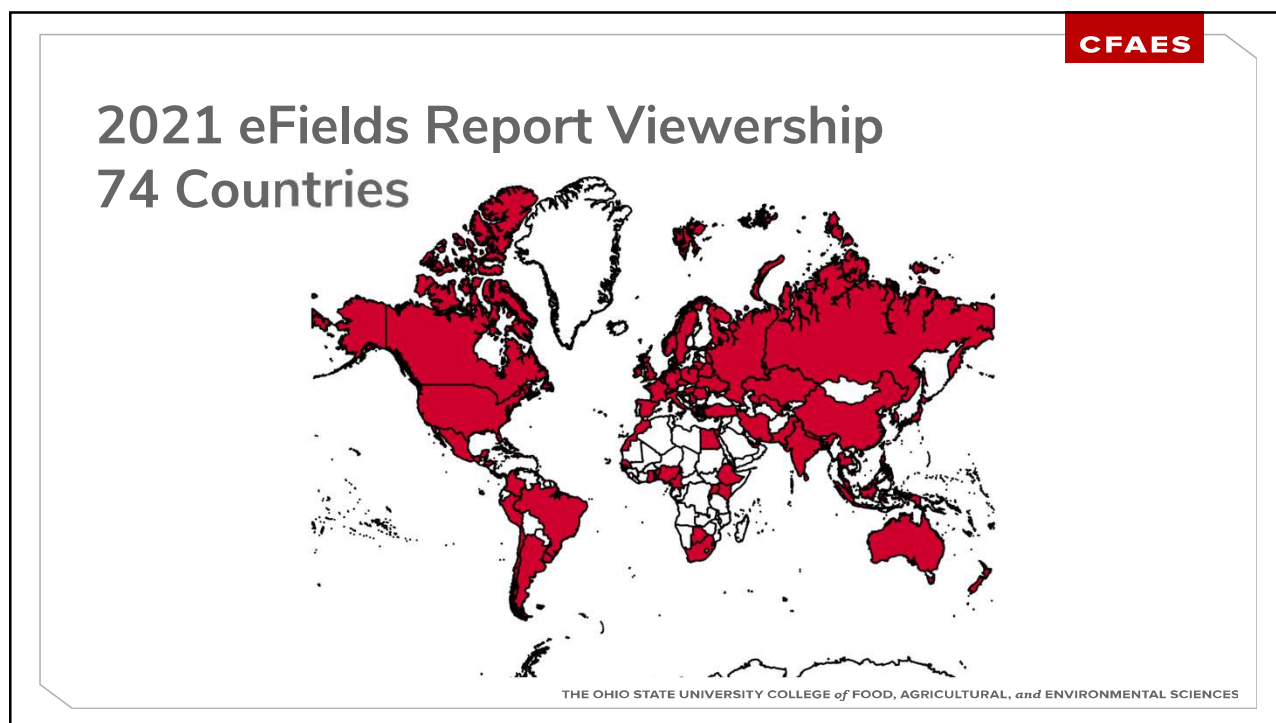
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Family & Consumer Sciences

Educator Day

#FCSedDay #SayYestoFCS

- FCS Educator Day February 15
- Upcoming Seminar



- Select 2022 Outcomes:
 - Housing counseling: 12 educators served 530 homebuyers
 - LHLW Spring/Fall Email Challenge
 - Live attendees 939, recording views 1155
 - Savoring Ohio Produce Webinar series
 - Live attendees 377
- 10 new FCS employees went through FCS Orientation
- SNAP-Ed and EFNEP final reports submitted

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OSU EXTENSION / LEARNING AND ORGANIZATIONAL DEVELOPMENT

Second Round Request for Proposals – Online Workforce Development ScarletCanvas Courses

Interested? Check your email for the 1.17.23 note sent from Jared Morrison. Click on this link to submit a proposal: <https://go.osu.edu/edvantagerfp>

Proposals are due Friday, February 10, 2023

New to ScarletCanvas and Want to See an Example?

To get an idea of what a ScarletCanvas course can look like, enroll in the [ScarletCanvas Instructor Training](#) course. Please note, you will be prompted to create a ScarletCanvas account to enroll in this course. ScarletCanvas is not connected to the university's Single Sign-On (SSO) system, and so your Ohio State credentials cannot be used to login.

NOTE: We would like to acknowledge Nationwide's generous contribution toward this initiative.

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WORKFORCE DEVELOPMENT CERTIFICATE AND NONCREDIT INSTRUCTION PROGRAM

The EDVantage team continues our workforce development efforts and has experienced dramatic results over the last year. Operational accomplishments are wide-ranging and include progress in personnel, technology, and planning.

Coming in 2023:

- General Pest Control: A guide for Commercial Applicators (Category 10A).
- Farm On: OSU Farm Financial Management Course
- Backyard Chicken Certificate course
- Swine Worker Certification course



The following course-level instructional design work was completed in 2022.

Ohio Woodland Health Practices for Service Providers. This is a six-hour course developed to help green industry professionals—including arborists and landscape architects—identify opportunities to expand their business by offering services in small woodland management, by assisting woodland property owners to meet their individual goals, and by improving woodland and ecosystem health—becoming what we call “woodland health professionals.” Topics include ecological succession of woodlands, conducting woodland health assessments, communicating with clientele, and developing land-care practices and plans. Participants will receive a certificate of completion at the end of the training.

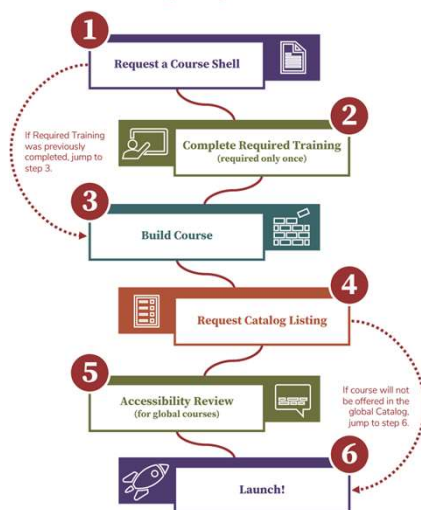
Good Agricultural Practices for Produce Safety. This three-hour educational course covers good agricultural practices (GAPs). GAPs trainings provide growers with the knowledge and tools needed to implement on-farm best management practices to reduce on-farm microbial food safety hazards. Topics include general produce safety concepts, water quality, worker training, health and hygiene, manure and compost handling, domestic and wild animals, and storage and transport. Participants will receive a certificate of completion at the end of the training.

Good Agricultural Practices for Hydroponic Production Systems. The goal of this online course is to provide hydroponic growers with the knowledge and tools needed to implement best management practices specific to controlled environments (greenhouses, in-door farms, high tunnels, etc.) in order to reduce microbial food safety hazards in hydroponic vegetable and fruit production systems. Topics include assessing food safety risks and conducting risk assessments for growers' operations, developing a food safety plan specific to production practices, understanding the requirements surrounding the quality of nutrient solutions to ensure a safe crop, implementing best post-harvest handling practices for hydroponics, designing appropriate sanitation and cleaning protocols for hydroponic operations, managing pests and animal intrusions in controlled environments, developing best personnel health and hygiene policies, and implementing best storage practices and traceability. Participants will receive a certificate of participation after completing this course.

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ScarletCanvas Quality Assurance Process



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Learning and Organizational Development (LOD)

A reminder that the ScarletCanvas team implemented new processes to request ScarletCanvas course shells and Catalog listings last year. The steps to setting up a new course in ScarletCanvas are outlined in the graphic.

Please reach out to Summer McLain at mclain.70@osu.edu with any questions you may have about these process changes or the training course.

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CART Program Evaluation Dashboard

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Choose And Request (CART) System
Order Instructions



Learning and Organizational Development (LOD)

EXCITING NEWS ABOUT THE CART PROGRAM EVALUATION DASHBOARD!

If you have used the CART System to order the program area evaluation questions or REG (race, ethnicity, gender) question blocks, the new "CART Program Evaluation" dashboard has been launched in Tableau. Please review the "reports" section that starts on page 4 of the "CART instructions" job aid located here: http://go.osu.edu/OSUE_CARTinstructions to read how to navigate the new dashboard.

Specific directions for the program evaluation questions dashboard begin on page 7.

To get to Tableau, log into <http://go.osu.edu/tableau>.

If you have issues accessing the Tableau site, please check to make sure you have completed the current fiscal year Institutional Data Policy (IDP) Training (<http://go.osu.edu/idp-enroll> - click this link to check). If you have completed the IDP training and still cannot access the site, please contact Valerie Kohlwey (kohlwey.1@osu.edu) for assistance.


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Investing in Our PEOPLE

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— Compression and Equity Plan

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As previously reported, now that CRM has been implemented, HR has communicated a window of time at the beginning of 2023 to address compression and equity. Our initial plan was submitted January 6 and we have held 2 meetings so far with HR.

We are currently modifying the plan based on this feedback and will be submitting our final plan to HR by end of week. We are working on providing detailed information to the impacted units, budget implications, and communications for employees and funding partners.

We anticipate being able to initiate the compression and equity adjustments immediately following college and university approval of the plans. Actual date TBD. I will keep you apprised.

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Anticipated full cost to system: Approximately \$450K

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— Hiring Updates

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- STEM State Specialist interviews in progress
- 2 technical editors in Extension Publishing (in progress)
- RAISE Urban Extension Specialist (in progress)
- Specialty Crops Field Specialist (in final review)
- Associate Director of Operations (reposting in February)
- CD Assistant Director (posting in February)
- ANR Assistant Director (chair assigned and process beginning)
- Carbon Sequestration Field Specialist (pursuing a targeted search)

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— Biennial Budget Request

Currently in the process of preparing and advocating for the next biennial budget request at the state.

Key areas of emphasis are likely to include:

Strengthening Ohio Agriculture and Food Systems

- Digital ag/tech and next gen production
- Water quality
- Access to food

Ensuring Vibrant Ohio Communities and Youth

- Workforce, community and youth development
- Broadband/technology

Enhancing Health and Well-being

- Foods as Health
- Mental health and stress management
- Financial well-being

Asking for increase to build faculty and staff capacity to perform the necessary applied research, translation, and application to address critical needs across Ohio.

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— Celebrating Continuing Development of Extension Leaders-- NELD

Celebrate our 2022 Northeast Extension Leadership Development (NELD) participants:

- AnaClaudia Zubieta
- Meghan Thoreau

Celebrate our 2023 Northeast Extension Leadership Development (NELD) participants:

- Godwin Apaliyah
- Rae Baker
- Kathy Tutt

Interested in finding out more about the NELD program and possibly attending in 2024, send an email to Morrison.332 with copy to mccoey.860

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Celebrating Leadership in Action– I am Extension

Celebrate our 2022 Keys “I am Extension” recipients

<https://go.osu.edu/extension-annual-conference-2022>







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Learning and Organizational Development (LOD)

MINE Program: Mentor. Impact. Network. Excel

The LOD unit will provide training for those who wish to become mentors for new employees participating in the MINE: Mentor. Impact. Network. Excel. Program. If interested, save one of the 60-minute time slots below to learn more. These sessions are for those interested in completing the self-paced (in Canvas) training to become a mentor or for current mentors who wish to refresh their training.

- Wednesday, February 22 - 2:00pm
- Tuesday, April 25 - 10:00am
- Thursday, June 29 - 9:00am
- Monday, August 21 - 2:00pm
- Monday, October 23 - 10:00am
- Wednesday, December 20 - 1:00pm

If you are a new employee who needs a mentor, please complete the new hire survey:
<https://go.osu.edu/newhiresurvey>

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New Hire Onboarding (O.N.E.)

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**ONE Extension -
Onboard. Network. Excel.**

Spring, 2023 (Tuesdays March 7- April 18)

Fall, 2023 (Tuesdays September 5, 2023 - October 17, 2023)

For ALL new hires, complete the **New Hire Survey** (go.osu.edu/newhiresurvey).

This will include registration for the ONE Extension program (onboarding) and the MINE Program (mentoring)

Learning and
Organizational
Development (LOD)

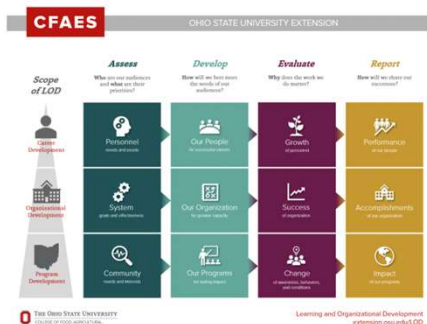
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Learning and Organizational Development (LOD)

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COMING SOON!!!



- Additional dates to be announced soon for **Crucial Conversations** workshops! Locations to be around the state with two days involved face-to-face.
- 2023 **Wiser on Wednesdays** start again on February 22 with Social Determinants and Food Insecurity Impacts with Emily Callen, Community Food Equity Manager at Dayton Children's Hospital. To register: https://osu.zoom.us/meeting/register/tJAqc--uqTsiH9Xlo7gjymsjvgiFQ4D1_TRP
- **Trusted Leader** workshops continue around the state. Anticipated completion by end of summer.
- Training list of **LOD offerings** to be available in Fall 2023.

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2023 Townhall Sessions: Coming Soon

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- Mental Health and Well-being
- Achieving LifeWork Balance in Extension
- Building Community in Extension: Creating our Desired Culture Together
- Diversity, Equity, and Inclusion
- Other topics TBD

1 hour open discussions via Zoom
Beginning in March



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A Peace of Mind Project: OSU Extension

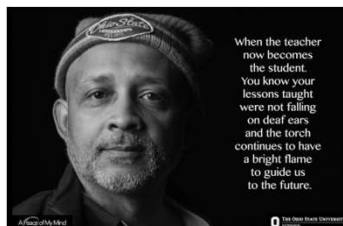
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**When have you made
the greatest impact
in your Extension role?**

Photos from John Noltner
(Extension Annual
Conference) will be available
soon in MS one-drive.

Please consider how you
might use these in your work.

**To see the entire video shown
at annual conference, visit:
<https://vimeo.com/779096461>**



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Thank You!

January 27 is National Fun at Work Day

January Challenge

- Find a way to intentionally introduce FUN into the workplace
- Make January 27 your office's version of fun for the day...

Share your ideas and pictures of your Fun at Work with us by February 15 (castle.206) for a chance to win another "Fun at Work" day sponsored by Administration.



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Thank You!



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