

Administrative News from Glen:

Two thousand twelve has been a year of budget uncertainty. The picture at the state level has clarified somewhat with Governor Mead's budget recommendations. As you know, he recommended a 6 percent cut for the University and a small 1.5% salary increase. We'll get the final result from the legislature in a few months but the Governor's recommendations do frame the context for the legislation deliberations.

There is even less clarity on the federal side with our legislative and executive branches of government lacking agreement on the best course to resolve the nation's economic and budget problems and with fiscal deadlines looming. Even with this uncertainty, I am optimistic regarding our success this coming year. We have great support from our clients and decision-makers and with this we can work through any budget challenges we may face.

I thought we enjoyed an excellent In-Depth conference this year. My perceptions were validated by the formal program evaluations. Congratulations to Susan James, the planning committee and the Initiative Team leaders for this excellent training and annual conference, and thank you for your dedicated and effective work. And, congratulations to the award winners; an impressive group of educators and specialists!

I hope that each of you have an enjoyable and fulfilling holiday season.
Happy Holidays, Glen

Personnel News:



Windy Kelley joined UW Extension in December of 2012 as the Area Educator - Sustainable Management of Rangeland Resources. Windy is based in Pinedale and serves Extension's west area which includes Sublette, Sweetwater, Uinta, Lincoln and Teton Counties.

She is from Campbell County and obtained her Bachelor's and Master's degrees from Colorado State University. Prior to joining UW, Windy was the Agricultural Program Coordinator for the Wyoming Department of Agriculture in the Jonah Interagency and Pinedale Anticline Project office. Welcome aboard Windy!



Diane Saenz will join UW Extension's northwest area team in May of 2013. She will be housed in Lander but will serve the Wind River Indian Reservation, Fremont, Hot Springs, Washakie, Big Horn and Park Counties. Saenz will continue her excellent work as a UW Extension Area Educator in Nutrition and Food Safety but with a different office, new clientele and a change of scenery. Diane is currently the Nutrition and Food Safety educator for southeast Wyoming based in Rawlins.

CNN Area Extension Educator, PSAS/Small Acreage – Position #0524, based in Natrona County. This is an extended term track position. Search will be re-opened in the near future.

NE Area Extension Educator, PSAS – Position #0568, based in Campbell County. This will be an Assistant or Associate UEE, extended term track position. Search will be re-opened in the near future.

SE Area Extension Educator, PSAS – Position #0601, based in Goshen County. This is an extended term track position. Search is in progress.

Converse County 4-H/Youth Educator – Position #4365 in Douglas. This is a non-extended term track position. Interviews were held and a decision will be announced soon.

Campbell County 4-H/Youth Educator – Position #6101 in Gillette. This is a part-time, benefited, exempt, non-extended term track position. Interviews were held and a decision will be announced soon.

Staff Development/Federal Relations News from Susan:

Professional Development News

Many thanks to the 2012 In-Depth Training Committee, evaluations were positive from all group trainings. The 2012 committee included: Mindy Meuli, Diane Saenz, Mae Smith, Jen Cheney, Gretchen Gasvoda-Kelso, Kellie Chichester, Julie Daniels, and Kelly Crane.

Reporting Tip

UW Extension On-Line Reporting – location. The current reporting system defaults to your home base county or in the case of state specialist – state. When reporting, always consider who is benefiting. If you travel to another location for a meeting, training, or some other event such as State Fair, or Showcase Showdown, the clientele in your home county benefit. If you are a 4-H educator or Horticulture educator and teach in another county, please report the county that is benefiting. Area educators should list their default location, unless they are conducting area programs, or developing programs for area work. State Specialists should list the county they are working in when they travel out in the state. There are also codes for regional, national, or international. Again, if traveling for training, list your default location; if you are presenting, change the location as the benefit is to the participants at the conference.

Civil Rights Tip

And Justice for All Posters – All programs receiving federal funds are required to display “And Justice for All” posters. Why? They provide information on how to file a complaint if someone feels they are being discriminated against in both English and Spanish. The posters should be displayed where the public can see them. Copies can be downloaded and printed in color from the following Web site: <http://www.fns.usda.gov/cr/justice.htm>; the poster number is 475A.

Customer Service Tip

From the few moments we take to rest at Thanksgiving to the ringing in of the New Year, we naturally assume more of an "attitude of gratitude" toward colleagues, volunteers and other clientele. The season encourages us to express our thanks in any number of ways. But how can we better insure that our recognition really expresses our respect, admiration and appreciation instead of becoming lost in a sea of shallow words or an insignificant gift. Here are some thoughts:

- Be specific. Saying "thanks for doing a good job" may seem hollow albeit well-meant. Work to be specific with your praise. Comment on specific behaviors, attitudes or events which demonstrate the reason you said they are doing a good job. Remember that it is not just about what they DO, but who they ARE.
- Highlight their value to Extension and to you. Share with them how their work benefits the entire organization and enables you to more successfully do your job.
- Personalize, Personalize, Personalize. People are almost shocked when they get anything handwritten these days. Take the time to write a few lines expressing your thanks (see first bullet

point). Include their family. One reason the employee or volunteer is such an asset to you and Extension is probably because they have a strong support system at home. Consider sending a handwritten note to them expressing your gratitude for their support of their father, mother, spouse or partner of being a part of the organization.

Adapted from November 2012 Juggling Elephants Newsletter



Campus will be closed for the following:

Christmas - Monday, December 24 & Tuesday, December 25, 2012

Winter Closure - Wednesday, December 26 - Friday, December 28, 2012

New Year's - Monday, December 31, 2012 & Tuesday, January 1, 2013
