

## Administrative News from Glen:

I'm sitting in my office with the window open; 57 degrees in Laramie in January. Amazing!! January has been a great month for me; I hope it has been for you. I'm taking on Strategy four and five of the "Seven Strategies for a Successful 21st Century Extension Service": Innovative and Local. Here goes.

### Innovative –

Like Impactful Learning Experiences, innovation in Extension is not a new idea. Success and recognition in Extension have long sought creativity and innovation. That said, the pace of innovation in communication and information access and management systems could/will quickly change the way our clients and potential clients pursue and access information. Putting our traditional content forward in a new way may not be enough (i.e. posting your power point slides or publication on the website or even in an app). The highest impacts will come to those who are able to exploit the unique opportunities afforded by new technology or media to share content and to educate and inform.

Predicting a future dominated by change is not really the main point here. The point is this: Extension must hire 21st Century ready employees and structure incentives to support their creativity and innovation. Regarding innovation, this is about both creativity and risk. We need creative employees who are willing to take on the risks associated with innovation. ...And UW Extension must position itself as an organization that rewards the creativity and innovation as well as the success and impact that may or may not come from experimenting, trying new approaches, reaching out to customers in a different way, or reaching out to non-customers. In short, we extension workers must be creative and innovative and our organization must support us in our successes and failures.

### Local –

Whether we are interacting with a customer digitally or in person, the local connection, the local applicability and the perception of reliability and understanding associated with local, is the primary advantage of Extension in its home environs. The name recognition of UW Extension, the reliability of research based Extension content, and a local presence is our best advantage in the present digital education/information melee. We have to make the most of it. It is the familiar face from the county Extension office but it is also the personal connections fostered through digital or other means. One thing I have learned from social media is that you can maintain and even build personal associations and relationships at a distance through digital media. I have many friendships and personal relationships that have been maintained and enhanced through Facebook, Instagram, and LinkedIn. We have to think local knowing that local can be more than simply a physical presence in the room.

I am excited about the ESP discussion of Lou Swanson's presentation "The 21st Century Learner: Six Things Universities Must do Differently" next month. Dr. Swanson is the Vice President for Engagement and Director of Extension at Colorado State University and a thoughtful leader and colleague. I'm most interested to hear what you think of his ideas and your ideas for our future success.

Safe Travels, Glen

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## Personnel News:

**Extension Specialist and Regional Extension Program Coordinator for the USDA Northern Plains Regional Climate Hub** – Position #5044, based on campus in Laramie or USDA ARS Rangeland Resources Research Unit in Cheyenne. This is a non-extended term track, Assistant, Associate, or Senior UEE position. Interviews will be held February 10, 2015.

**Campbell County, CDE** – Position #0464, based in Gillette. This is an extended term track, Assistant UEE position. Interviews will be held February 25, 2015.

**Johnson County, 4-H/Youth Development Educator** – Position #4032, based in Buffalo. This is a non-extended term position. Interviews will be held March 6, 2015.

**Carbon County, NFS** – Position #1281, based in Rawlins. This is an extended term track, Assistant UEE position. Interviews will be held March 5, 2015.

**Fremont County, NFS** – Position #1205, based in Lander. This is an extended term track, Assistant UEE position and will be opened soon.

**Niobrara County, 4-H Youth Development Educator** – Position #0693, based in Lusk. This is a non-extended term position and will be opened soon.

**Abby Perry** will join UW Extension February 16, 2015 as the **Area SMRR Educator based in**



**Rawlins** and serves Extension's southeast area. She holds both a B.S. degree in Rangeland Ecology/Watershed Management and a M.S. degree in Agriculture and Applied Economics from UW. While attending college, Perry completed a summer internship with the Albany County Extension Office working with agriculture and horticulture issues. As a graduate student she held an assistantship where she explored the economics of reclamation after energy extraction. She also completed a Rangeland Health Assessment program Cooperative Internship working collaboratively with US Forest Service Medicine Bow-Routt National Forests and Thunder Basin National Grassland and Laramie County Conservation District on various management projects on Pole Mountain near Laramie.

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## Staff Development/Federal Relations News from Susan:

### **Professional Development News**

Save the dates: November 10–12, 2015 for EPIC (Extension Professional Improvement Conference) will be held in Riverton. This bi-annual training is not subject matter specific, but will include topics applicable to all, regardless of the discipline you provide education in. Please note: we are shortening the length of EPIC by one day. Mark your calendars.

### **Civil Rights Tip**

Disclaimers – complying with civil rights guidelines requires that all programs offered by Extension be open to all citizens regardless of age, gender, race, national origin, religion, or disability. ALL materials that are provided to the public including handouts, newsletters, promotional pieces advertising programs brochures, fliers, ads, etc. must have a disclaimer statement indicating that UW Extension does not discriminate. Correct disclaimers can be found on the UW Extension Web site, employee resources under marketing materials.

[https://www.uwyo.edu/employee\\_resources/marketing/letterhead-ppt-disclaimer.asp#disclaimers](https://www.uwyo.edu/employee_resources/marketing/letterhead-ppt-disclaimer.asp#disclaimers).

### **Reporting Tip**

We are now one-fourth way through the reporting year – remember that Extension follows the Federal reporting year, October 1 – September 30. A reminder that all state specialists, area, 4-H, and county based horticulture educators are required to report contacts on our on-line system. It is

much easier to complete these reports if you enter contacts on a regular basis. <http://www.uwextensionreporting.org/>. For questions about contact reporting, please contact Susan at 766-3562 or [jamessus@uwyo.edu](mailto:jamessus@uwyo.edu).

### **Customer Service Tip**

In a recent blog, Jones Loflin, author and speaker wrote about the trend of choosing words to live by in the New Year instead of the standard New Year's Resolutions. Using this approach gives you a filter to guide decisions on everything from work assignments to how you will use your free time or even interact with other people.

Here is Jones word for 2015 and why he chose this: Elevate. I want to raise the quality of everything I do in some small way. Before taking action on almost anything in my day I am finding myself asking, "How can I elevate the quality of the outcome?" It could be something as simple as smiling more when talking on the phone or doing a little extra research on a topic."

I would challenge everyone as we work in Extension this year think of ways you can elevate the quality of work you do this year.

Source: [www.jonesloflin.com](http://www.jonesloflin.com), January 2015

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## **Cent\$ible Nutrition Program News from Mindy Meuli:**



The Cent\$ible Nutrition Program would like to welcome Megan McGuffey as the new Manager of our program. Megan graduated from the University of Wyoming in 2010. In 2011, Megan completed a dietetic internship at Tulane University in New Orleans, Louisiana. After a brief return to Laramie to work as a dietitian at an internal medicine and pediatric clinic, she left Wyoming to complete a graduate degree at Boise State University. While pursuing a Master of Health Science (MHS) degree Megan worked as the campus dietitian delivering nutrition counseling and education to students, faculty, and staff. She graduated with her MHS in 2014. A born and raised Wyomingite, Megan is happy to be back home working in a field she is passionate about and with an organization that makes a difference. She is looking forward to being closer to her family and enjoying the outdoor amenities Wyoming has to offer.

We have three CNP Assistant positions open: Laramie, Platte and Weston/Crook Counties. If you know anyone who is interested, please encourage them to apply. The positions are posted at <https://jobs.uwyo.edu/>

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