

## Administration News from Glen:

It has been a confusing budgeting decision process this year. Even at this late date it isn't completely finished, but we have settled most of the questions related to the FY 17 support budget for UW Extension. As you know, there have been two rounds of budget reductions since the legislature met in February. Extension lost two specialist positions (range and energy) and an additional \$165,000 in the first round. The bottom-line on the second round of reductions is unclear as it is dependent on current and future vacant and potentially lost positions. As we approached the FY17 support budget for Extension (FY17 starts July 1) it was clear that the \$165,000 cut to state funds had to be absorbed in the Extension support budget as vacant positions had been taken off the table centrally.

Most of the budgeting has been completed and the results shared with the budget managers. For example, initiative team chairs and administrative units in State Extension have received their budget allocations. Allocations to departments will soon follow.

This cut to our support budget is significant, amounting to about 17%. It will be a little painful, but I feel pretty good about where we came out and believe we will still be able to do our work effectively, if not a little differently in some cases. I thought it might be useful to talk in News Briefs about the budget decisions that were made and the philosophy underpinning the decisions.

**Philosophy: Meeting Virtually** – As we examined the travel costs embedded in the budget and considered the time driving, we recognized that we could gain some efficiency with the use of virtual meetings. In response, we funded a Zoom account for each county office and the state 4-H, C&T, and state Extension offices. We can also provide an account to each campus department if needed. (You only need an account to originate a meeting - not participate in one). Extension will also provide a camera and microphone to each Extension employee who needs one to participate fully in the Zoom webinar format. To save money, we restructured EPIC to a virtual meeting. Kim Reaman announced this last week and asked all employees to reserve the scheduled November 7-9, 2016 dates for a Zoom EPIC. She challenged the EPIC planning committee to plan an effective and innovative meeting. We will see how this goes but I wouldn't expect EPIC to be virtual every year.

In addition, much of the issue team travel was stripped out of the initiative team budget requests with an expectation that most issue team meetings would be conducted via Zoom, and initiative teams were allocated travel funds for one team meeting a year with other meetings held via Zoom.

**Philosophy: Engaging our Clients and Partners** – We view face-to-face meetings with our clients and partners to be of considerable importance to our success. This is particularly the case in these tough budget times and with vacant and missed field and specialist positions. The Extension budget is justified, and in some cases negotiated, with our clients and legislative and county partners. Nearly every governmental entity and many Wyoming families and businesses are struggling right now. Decision makers at all levels are making decisions about what to give up. We cannot afford to be absent or disengaged from our clients, our communities, or our partners in these challenging times. Thus, funding for the Extension motor pool and area educator travel was maintained so as not to curtail engagement and education with our clients. We expect all will endeavor to be more efficient in our use of vehicles and travel funds, but we do not want the work across the state to slow or stop.

**Philosophy: Efficient Stewardship** – Our clients and partners will expect us to be efficient in our use of limited travel and other support resources. We will all have to get better at leading and participating

in Zoom meetings. I am confident that by the end of the year our videoconference meetings will be more productive and more successful. We will need to be more efficient in the use of paper, postage and other resources; making a larger portion of our newsletter mailings electronic.

This will be an interesting year. I can sometimes be overly optimistic but believe if we focus on responding to our challenges with creativity and energy it will be a good year.

Safe Travels, Glen

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## Personnel News



Please welcome Debbie Alvarez! Debbie is the Horticulture Program Assistant in Sweetwater County. She has had a passion for horticulture since she was able to sit next to her grandmother at her garden in Baggs! Debbie lived in Carbon County for 45 years before moving to Green River. She was active in 4-H for 9 years, become a 4-H leader and has raised two daughters through 4-H and FFA. Debbie shared “my goal is to teach the necessary skills involved in the Master Gardener Course; to create meaningful experiences where Master Gardeners can grow and develop programs in all of Sweetwater County”. Debbie’s UW e-mail address will be shared as soon as it is available.

**Park County 4-H Youth Development Educator - Position #0789, based in Cody or Powell. This is a non-extended term track, Assistant UEE position. Screening will begin August 29, 2016.**

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## Staff Development/Federal Relations News from Kim:

### **Professional Development News**

**New Employee Training, September 13-15, 2016**, on the UW campus in Laramie. Invitations will be sent directly to those employees whom are expected to participate.

**Virtual EPIC in 2016** – Please continue to save the dates of November 7-9<sup>th</sup> for the virtual EPIC. Exact times for each day will be communicated as details are finalized.

### **Civil Rights Tip**

The goal of affirmative action, to make an intentional effort to reach out to underrepresented groups, is a critical part of effective program development. The foundation of program development begins with identifying needs in your local community/county. Regardless of the method used to identify needs, if it is done effectively, it would be difficult to not consider new audiences in the process. As you develop new programs, or modify existing programs, consider these questions:

- What resources have we used to identify needs in our community? Think of resources broadly: statistics, grassroots organizations, individuals or organizations who have different access to underrepresented groups than we currently do, etc.
- What programming needs for underrepresented groups have been identified? How can our education programs in Extension help to meet those particular needs?
- If programs have been developed based upon the identified needs and potential clientele aren’t participating, have you asked yourself “why”? What barriers are keeping this group of people from attending?

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

Sandy Arnold and Rita Lemley completed their CNP certifications! Congratulations to both of them. Brittney Kupec’s last day was June 17th. We wish her well in her new job with the Prevention Management Organization in Gillette.

The state office is busy working on inventory, revising Marty Moose and updating the Cooking for You or Two Cookbook. We have 5 students working with us this summer, Nathan, Kaitlyn, Katie, Taylor,

and Kierston. They have been filling inventory requests, working on projects, and testing recipes.

Mindy and Megan just completed the EFNEP final budget and updated EFNEP plan. Next we will be working on the SNAP-Ed budget and updates for the 2017 grant year. We hope to make a couple of site visits this summer while the weather is nice, so we may be coming by to see how things are going in your area.

We hope everyone is having a great summer!

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