

## Administration News from Glen:

Extension budgets 2.0 – After my expansive comments last month you probably don't want to hear anything more from me about budgets and budget cuts. Even so, I do want to make a few observations on developments of the past month. As you know President Nichols held a town hall meeting last week on the University budget. As I worked to summarize the meeting, I identified several key takeaways:

- The cut to the FY17/18 University Block Grant was \$34 million.
- The budget cut measures imposed this past spring accounted for \$19 million of the \$34 million total cut.
- That leaves an additional \$15 million to be cut from the FY18 half-biennial budget.
- President Nichols has appointed a Financial Crisis Advisory Committee (FCAC) to assist her as she leads the effort to identify and implement the additional budget cuts. Donal O'Toole, faculty member in Veterinary Sciences, is a committee member from the College.
- The FY18 budget cut for Academic Affairs is expected to be \$9.5 million (of the \$15 million total) based on block grant shares. The College and Extension funds are a part of the Academic Affairs budget thus will likely share in that cut.
- President Nichols, working with the FCAC, University Administration, and Trustees are developing a plan to make the FY18 budget cuts. The budget plan and implementation strategy should be finalized by late November.

Not a particularly rosy picture but it does provide a little more clarity and a time frame for resolution. Just knowing the framework and strategy to solution increases my optimism. Tough times in Wyoming, but I am confident that we will navigate this next couple of years successfully.

County Fairs are in full stride this week. I took in the Albany County fair this evening. State Fair starts in a little more than a week. I look forward to the State Fair and seeing many of you there.

Best Regards, Glen

## Personnel News

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

**Hot Springs County, 4-H Youth Development** – Position #4188, based in Thermopolis. This is a non-extended term track, Assistant UEE position. Screening will begin September 2nd.

**Teton County, 4-H Youth Development** – Position #4440, based in Jackson Hole. This is a non-extended term track, Assistant UEE position. Screening will begin September 2nd.

## Staff Development/Federal Relations News from Kim:

### **Professional Development News**

Virtual EPIC, November 7-9th, 2016 – I will be the first to tell you, it was a little daunting to be handed the challenge of conducting EPIC in a virtual format. But the planning committee has really stepped up to the challenge. It's been exciting to have lively, creative brainstorming and discussion about how

it could look. It will be a combination of pre-recorded sessions, interviews, live discussion with Q&A, and fun ice-breakers to help engage your office right off the bat. Can you imagine, virtual ice-breakers....you'll want to be on-line just to see what that might be!

You won't be asked to sit in front of a web camera all day but the expectation is that you will be present and in front of the web camera when sessions are being conducted. It would be great if your office has a meeting space where the employees in your office could participate as a group. The tentative EPIC schedule will include a two hour block of time in the morning, lunch break, and another two hour block of time in the afternoon on all three days. The "off" time each morning and afternoon could be used for events that normally occur during EPIC but don't involve everyone. For example, the meeting between Extension Administration and association officers will be scheduled on the 9th so association meetings could be held during any of those "off" times on the 7th or 8th. For that matter, since it's virtual, an association could decide to schedule their meeting any time even before EPIC begins.

If your office needs a web camera, please let your supervisor and/or C&T know so that one can be provided for your office. We do want to see your faces during the Virtual EPIC.

### **Civil Rights Tip**

Advisory groups can be beneficial in many respects. They can provide guidance to help solve day-to-day problems; they offer a forum for program stakeholders to communicate their opinions, share their expertise, and coordinate services; and, they support and represent the interests of a program within a larger agency. Below are examples of what those benefits might look like in a county Extension program:

- Members on the 4-H Leaders Council might be involved in securing resources for an educational program when the 4-H educator doesn't have that background or expertise. They can help plan and conduct county-wide events.
- An county advisory group might be able to identify other groups of people that would benefit from our Extension programs. They can help advocate for our programs and increase our visibility to reach underserved audiences.
- The University of Wyoming Extension has a broad mission which is necessary because it represents citizen interest across the state. A local advisory group can help identify more specific needs in your county/area. They help keep Extension programs relevant at home.

It's natural and easy to invite people you already know to be involved on an advisory group. Current clientele are a good start but it's also important to be strategic about whom else you would invite. Once the purpose of the advisory group is clear, ask yourself who are the individuals that would bring needed skills, knowledge, contacts, resources, etc. to the advisory group? Examples of potential members include: representatives of partner organizations; representatives from key community based organizations that have a vested interest in our mission; representatives that are diverse in opinions and experience, a balance of cultural, racial, age, genders, and abilities.

*"An Advisory Board is composed of people with a genuine interest in your work and a desire to see it do well. Your Advisory board members serve as a sounding board, offering ideas and expertise and giving you honest advice. More than anyone else, [they] will be on your side. They will be people with no axe to grind who want to listen to you and advise you. Above all, they'll want to contribute to your organization's well-being."* Susan Ward, "Your Guide to Small Business: Canada"

### **Tips for Writing Impact Statements**

Effective impact statements describe outcomes from programming efforts. Outcomes are the benefits that result from the program. These benefits may be for individuals, groups, agencies and organizations, or communities. Identifying specific measurable outcomes requires time, thought, and a clear understanding of the desired results when the program is being planned. To help identify outcomes, begin by asking yourself the following questions:

- What is/will be different as a result of the program/teaching?
- Who will be different?
- What will be changed/improved?
- What do/will program participants say is the value of the program?

- What do/will they say about why they come to the program(s)?

From the broadest perspective, think about what you want to be able to say to your funder or the taxpayers who finance your program. What would you want to say to your county commissioner or state legislator? The number of people who participated is important, but the biggest story is how they changed or what they are doing differently as a result of their participation. The answers to these questions are likely outcomes you can use to write an effective impact statement.

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

Megan and I attended the Mountain Plains Regional SNAP-Ed meeting, July 19th through 21st. The meeting focused on PEARS reporting and evaluation. SNAP-Ed is continuing to focus on policy, system, and environmental changes and how we can report and measure our impacts in communities. We are planning training, October 3rd to 6th, in Laramie for all of the CNP educators to learn more about PSE reporting using the PEARS system. We are also training on our revised Marty Moose Curriculum which includes PSE interventions that can be implemented in schools.

We currently have an open position in the state office – Project Coordinator, Assistant. If you know of anyone who is interested in program support for our CNP grant, please let them know about the opening. The position closes August 12th. More information about the position can be found at <https://jobs.uwyo.edu/>.

I am happy to welcome back our 10 month employees on August 11th. I hope everyone had a great summer!

Cheers!  
Mindy

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