

## Administrative News from Glen:

As you know, the legislature finished up this week. It was an interesting session but by my judgment, not as controversy filled as the last. The University budget does include funds for a 2.38 percent raise. I have received no instruction on how these raise funds will be distributed and we have new leadership, so I have no insight to offer on that. But it will be nice to see salaries going up again. It's been a long time since we had raises.

The University academic planning process is starting to move forward again after the changes to our University leadership. Last week, I participated in a planning session involving the president, vice presidents, deans, directors and associate deans across the University. Generally we worked on a Strengths/Weaknesses/Opportunities/Challenges analysis for the University. President McGinity's planning memo, and a subsequently released planning schedule, indicates that Academic Affairs will release a Planning Position Paper in April. That paper will likely clarify changes in direction for the University that might influence our academic plan for UW Extension. You will hear more from me later on academic planning as the reframed process continues.

Safe Travels, Glen

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## Personnel News:

**Natrona County, 4-H and Youth Development Educator – Position #0401, based in Casper.**  
*This is a non-extended term position. Interviews will be held March 31<sup>st</sup>.*

**Carbon County, NFS – Position #1281, based in Rawlins.** *This is an extended term track, Assistant UEE position. Screening will begin March 17, 2014 and continue until a suitable candidate is identified.*

**Sheridan County, 4-H and Youth Development Educator – Position #0191, based in Sheridan.**  
*This is a non-extended term position. Screening will begin March 28, 2014 and continue until a suitable candidate is identified.*

**Wind River Reservation, 4-H and Youth Development Educator – Position #6141, based in Ethete.** *This is a non-extended term position. Screening will begin April 14, 2014 and continue until a suitable candidate is identified.*

### **Northwest Area SMRR-Big Horn County**

*Mae Smith is moving from Carbon County to Big Horn County. She will continue as an area educator working in our SMRR Initiative but will now be located in Greybull. Her colleagues and clientele in the Southeast Area will certainly miss Mae's excellent educational programs and positive contributions to her area and county teams. The Northwest Area and Big Horn County teams are excited for her arrival. Mae's new assignment will begin the end of March. Please join us in congratulating Mae on her new assignment and in wishing her continued success in northwest Wyoming.*

### **Northwest Area Ag and Horticulture Educator—Washakie County.**

*Caitlin Price Youngquist will join UW Extension on August 29, 2014. She recently accepted*

*the position as the Northwest Area educator for our Agricultural and Horticultural Systems Initiative in Worland. Caitlin comes to Wyoming from Washington's Skagit Valley where she is a Farm Planner-Compost and Manure Specialist for the Snohomish Conservation District. Her prior professional experience includes positions as a Research Assistant with Washington State University (WSU) Extension and a Ranch Manager. Caitlin holds a B.S. in Animal Science and an M.S. in Soil Science. She will complete a Ph.D. in Soil Science this May, from WSU. Caitlin's research experience includes agricultural uses and public perceptions of bio-solids compost from rural waste water treatment plants; large animal mortality composting; soil nutrient management; and several soil fertility, management and quality assessment projects. She is a Certified Livestock Adviser (WSU Extension), trained Compost Facility Operator and co-owner/operator of a grass fed beef and fresh market berry enterprise. Please join us in welcoming Caitlin to UW Extension, Washakie County, the Northwest Area and the ag and horticulture initiative team.*

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## Staff Development/Federal Relations News from Susan:

### Professional Development News

**In-Depth Training – 2014** will be held **November 3–6, 2014**. Please block these dates on your calendars now. Initiative teams and CNP will be working on training topics. We will use the Hilton Garden Inn and UW Conference Center for the training in Laramie. Initiative Team Representatives serving on the planning committee include: Tom Foulke (CDE), Stacy Madden (4-H), Jossy Ibarra and Jen Jacobsen (NFS), Windy Kelly (SMRR), and Kellie Chichester and Chris Hilgert (PSAS). Mindy Meuli will represent CNP.

**UW Extension – New Employee Training** will be held **September 8–11, 2014** in Laramie. All new employees hired since October 1, 2013 should reserve these dates.

**ESCAPE – Extension Secretaries Conference, a Professional Event** – will be held in Thermopolis, September 23-26, 2014.

### Reporting Tip

A reminder, when conducting educational programs, keep a record of how many participants attended, number of times the program was presented, and what the results were. Some annual summaries are still vague and do not provide adequate details of the impact of your work.

### Civil Rights Tip

Can you identify grassroots organizations in your county? This would be a great topic for a staff meeting. Grassroots organizations include community action groups, and groups which focus on concerns of women, Blacks, Hispanics, Asian Americans, American Indians, handicapped persons, elderly persons, and other interested constituents. Examples would be the American GI Forum; Wyoming Federation of Latin American Groups; Shoshone Business Council; and NAACP.

### Customer Service Tip

Most everyone would say that attitude is important – even those who would admit theirs isn't as positive as it could be. And according to Kevin Eikenberry's observations in working with individuals, teams, and organizations over the last 25+ years, have led him to these four truths about attitude:

**Attitude is a habit.** Habits are things we do without thinking – natural responses. In most cases our attitude is like that – we have a positive or negative attitude based on our recurring habits, not based on anything else.

**Attitude is highly valued.** Ask any successful business owner or leader and they will tell you. While attitude can be learned, they would rather teach technical skills than attitude. Those who have a positive attitude alone are valuable. Those who have technical expertise AND a solid positive attitude can change the world.

**Attitude affects everything.** Your attitude impacts your performance, the performance of those around you, your ability to lead, your health, your confidence . . . I could go on, but I hope you get my point.

**Attitude is a choice.** This one is the most important. Regardless of your habits. Regardless of your circumstances. We can choose our attitude. And the choices we make will affect everything else (as the other truths tell us).

This is one of the most valuable things I have learned in my business – If you want to be more effective, productive and successful, choose a more positive, proactive attitude.

*Source: Kevin Eikenberry – Remarkable Learning E-Newsletter*



## eXcellence in eXtension

**A cash prize for the best utilization of eXtension.org capabilities!**

**\$500 for 1<sup>st</sup> place**

**\$250 for 2<sup>nd</sup> place**

**Share your existing materials and programming nationwide, lead a Community of Practice (CoP), answer “Ask-an-Expert” questions, offer webinars, adapt programming from other states and more!**

**Nominations, including self-nominations, will be accepted through March 31, 2014. The form is available at the UWE homepage under “Employee Login, Professional Development.”**

*Technical details:*

Award will be determined by the Administrative team based upon eXtension reporting, nomination process, and assessment of effectiveness. Incentive will be paid by June 1, 2014, so get started using eXtension now. Got questions - contact Stan Skrabut or Mill Geiger.



eXcellence in eXtension Award

The use of eXtension can strengthen our ability to serve clientele in Wyoming and improve UW’s standing among our land-grant university peers. The award will recognize UWE staff, educators, and specialists who effectively engage the resources of eXtension.org. Potential activities include:

- Prompt and accurate responses to Ask an Expert (AaE) inquiries;
- Sharing of webinars via Learn;
- Participation and/or leadership in a Community of Practice (CoP)
- Sharing curriculum and content for Resource Areas;
- Adapting curriculum found on eXtension for use in Wyoming;
- Other creative and productive uses of eXtension.org!



The award winners, with the associated cash prizes, will be selected by the UW administration team from all nominated individuals or teams. Leaders of the eXtension Institutional team are not eligible. All nominations must be submitted by March 31, 2014, with the winner announced by June 1.