

## Administration News from Glen:

I commented in November's News Briefs about my assignment to represent the Western States on the recently formed Extension Committee of Organization and Policy (ECOP) 4-H Leadership Committee. I mentioned in that article a reluctance to accept the assignment. My reluctance was based on my rather low expectation of the potential for positive outcomes from the work of the committee. 4-H, at the national level, has always seemed to me to be a mire of interests striving for control of 4-H with no real ability to deliver the program; USDA NIFA (national headquarters), National 4-H Council, and a land-grant (LGU) partner (largely funded at the state and local levels) to deliver a program tailored to local interests and needs. The purpose of this committee was to develop a national 4-H presence for the LGU's that could make them a more purposeful partner with Council and USDA NIFA at the national level. I understood the goal and the need for a more cohesive national 4-H presence for the LGU's, but wasn't optimistic about the group's success. I spent a couple of days last week attending a meeting of the ECOP 4-H Leadership Committee. After several meetings and some conference calls I am beginning to believe I was wrong about the committee's prospects for success; it feels like we are making some progress. A leadership structure associated with ECOP (the national extension directors leadership group) is beginning to emerge. It is in the discussion stages but it includes a sanctioned national leadership structure for state 4-H program leaders with an associated issue or work committee structure to build the 4-H program nationally. I am becoming convinced that a strong representative LGU leadership for 4-H at the national level will be positive for 4-H and Extension, at least partially because it will make us a better partner with USDA NIFA and National 4-H Council on national 4-H initiatives. My attitude towards my membership in the ECOP 4-H Leadership Committee has moved from service-as-duty to service in anticipation of real progress.

On another matter of perhaps greater importance - The legislative session will end this week. The biennial budget is waiting for the governor's signature. I don't really have any insights on the University's budget situation other than that contained in the State's newspapers. Those of you working in county offices probably have better insights into local budget issues than do I. Even so, it is clear we are in for the rough sledding over the next few years. Beyond the obvious implications of making it more difficult to reach our aspirations and the need to be more nimble in a less certain budget climate, I feel comfortable with and confident in UW Extension's ability to navigate these challenging times for Wyoming. Our success in the budget arena will depend on the apparent value and impact of our programs, and the strength of our relationships and collaborations in our communities and across the state. I believe we are in a good place on both measures.  
Regards, Glen

## Personnel News

Blake Hauptman began as the Northeast SMRR Area Educator in Crook County on March 1, 2016. Information about Blake's background and experience was highlighted in the February News Briefs. Blake's e-mail address is [bhauptma@uwyo.edu](mailto:bhauptma@uwyo.edu)

We are pleased to welcome Karen Allison to the UWE 4-H team. Karen began as the Administrative Assistant to the State 4-H Office on March 1<sup>st</sup>. Karen is relocating to Laramie from Texas where she most recently has worked for the Texas Health and Human Services Commission. She comes from a military family background and has lived around the world. She is an active outdoor enthusiast



and enjoys hunting, archery, hiking, and camping. We are excited to bring her many years of experience in customer service and office management to our team. Her email address is:

[Karen.Allison@uwyo.edu](mailto:Karen.Allison@uwyo.edu)

Welcome to Blake and Karen!

**Campbell County, Ag & Hort – Position #0568, based in Gillette. The position is closed and will re-open soon.**

**State 4-H Office, 4-H Volunteer Specialist – Position #2137, based in Laramie (campus). This is an extended term track as either an Assistant, Associate, or Senior UEE position. Approval to offer the position has been granted, an announcement will be made soon.**

**Food and Nutrition Specialist – Position #0583, based (on campus) Department of FCS, UWE, and College of Ag & Natural Resources. This is an extended term track Assistant or Associate UEE position. Screening will begin April 15, 2016.**

**Sweetwater County, NFS – Position #0140, based in Rock Springs. This is an extended term track, Assistant UEE position. Submitted for approval to advertise.**

**Carbon County, NFS – Position #1281, based in Rawlins. This is an extended term track, Assistant UEE position. Submitted for approval to advertise.**

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## Staff Development/Federal Relations News from Kim:

### **Professional Development News**

County Coordinator Training is scheduled March 22, 1 to 2 pm via Zoom. The first part of the training will focus on *Working Effectively with CNP*, presented by Mindy Meuli. The latter part of the webinar will engage those who are online in a discussion around what is needed to provide effective orientation and onboarding to newly elected public officials. Connection information for this zoom conference was e-mailed directly to all County Coordinators.

New Employee Training will be September 13-15, 2016 on campus in Laramie. Specific details will be e-mailed directly to new employees as plans are finalized.

EPIC will be November 7-9, 2016 at the UW Convention Center and the UW Gateway Center in Laramie. I know many of you are already scheduling programs for this fall so I wanted to confirm the dates for EPIC as soon as possible. If you would be interested in serving on the EPIC planning committee, please don't hesitate to let me know.

### **Civil Rights Tip**

The Job Accommodation Network (JAN) is a website that provides a variety of resources including an ADA Library, publications and resources, A-Z disabilities and accommodations. Information in the following Civil Rights tips regarding accessible meetings have been modified from information featured in JAN ([www.askjan.org](http://www.askjan.org)).

REQUEST FOR ACCOMMODATIONS: Extension programs are open to the public and often we may not know if clientele who wish to participate have a need for accommodation to ensure their full participation.

The first thing we can do is ask, or make sure we include whom to contact if accommodations are necessary. When you ask individuals to pre-register for a training, is there place for them to indicate the accommodation(s) which they might need? When you promote a program to the general public, do promotional materials include whom to contact if accommodations are necessary? When you know clientele have a special need, don't hesitate to ask them about the best way for them to participate in the meeting. For example, for someone with a hearing disability, several things could be done that don't call attention to the individual: speaking louder, standing closer to a participant without calling attention to this, describing what someone is doing, facing the audience directly for people that lip read. It is important to note that accommodations offered during a meeting should be extended into

break-out sessions, brainstorming exercises or other smaller group activities also.

What does the first glimpse of your facility look like to someone who might need physical accommodations? Are the accessible parking spaces clearly marked? Would a new client be able to immediately recognize where to go for accessible parking? What about signage to accessible entrances? From the parking lot, would a client know where to enter the building if they were in a wheelchair? Or would they need to get all the way to the front door to learn the handicap accessible entrance is on a different side of the building?

Where is the signage located that instructs people “If you need assistance, please ask/call (phone number)/ring doorbell, etc.” Are there adequate signs strategically placed? Is there one outside the front door? What about by rack displaying materials and resources? It might be interesting to try this experiment: move a chair to the middle of your reception area and/or other public space and ask yourself, “If I couldn’t get out of this chair, what would I need help with accessing/doing?”

### **Stakeholder Input**

Stakeholder Input will be conducted in the following counties this fall/winter: Niobrara, Albany, Uinta, Park, and Johnson. The county coordinators in each of those counties will work with colleagues in their Extension area to schedule a date.

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

Megan and I attended the Association of SNAP-Ed Nutrition Networks and Other Implementing Agencies Conference in Washington DC., February 8 through 11th. The conference revolved around Policy, Systems and Environmental (PSE) changes. All SNAP-Ed programs are being tasked with incorporating PSE strategies along with direct education in an effort to have a greater impact on healthy lifestyles within the community and particularly the low income population. Programs are working on adapting curricula, educating personnel, and shifting program focus to follow the new guidance. SNAP-Ed Implementing agencies are also working on how to evaluate and measure the long term outcomes of this new initiative.

The Cent\$ible Nutrition Program is embracing the PSE philosophy and incorporating it into our programming. The Wyoming Department of Family Services made a system change by allowing us to put our referral form onto the SNAP application. Many of our educators have worked on policy changes to get written agreements with agencies to incorporate CNP lessons into their educational programming. We are also working on revising the Marty Moose curriculum to include PSE changes to the school environment. Another PSE goal of ours is to incorporate local foods and farmers’ markets into our direct education promoting increased access to fresh fruits and vegetables. As we adapt our programming to fulfill our new direction, we will look to creating more community partnerships and collaborations.

Our state agency liaison, Danita Martinez, also attended the meeting. We are fortunate to be in Wyoming where we have a great relationship with the Department of Family Services. Megan, Danita, and I visited our three Wyoming Legislators, educated them about EFNEP and SNAP-Ed as part of UW Extension and gave them the 2015 CNP Highlight Report. If you have not had a chance to see our highlight report, ask your local CNP educator for a copy or view it on our website.

We are also beginning a research project with Utah State University to look at shopping patterns of low income individuals who have participated in the EFNEP and SNAP-Ed series of lessons compared to those who have not completed the series of lessons. We are excited to be part of this research as it will help validate the impact of direct education on individual shopping behaviors.

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### **Be sure to save these dates for the 2016 AES R&E Center Field Days:**

**Powell = July 19**

**Sheridan = July 21**

**SAREC, Lingle = August 25**

**Laramie = August 27**