



EXTENSION

NEWS BRIEFS

February 9, 2017

Administration News from Glen:

I thought I might provide follow-up on the Extension budget and the issue related to employer paid benefits (EPBs) on Smith Lever and county funds. As you know, the University will no longer be able to cover the EPBs on federal Smith Lever and county funds going to shared positions. Extension budget will have to absorb these costs or find revenue sources to cover them. In early December, Dean Galey and I made a presentation to county commissioners asking them how they would prefer that we cover the county/UW shared position EPB costs. Three possible approaches were discussed; a State 4-H membership fee; counties pick up benefit costs on their share of the salary; or reduced staffing with an area approach to the delivery of 4-H. Commissioners provided individual input to the question. My sense is that most did not favor the fee and area 4-H approaches. At President Nichols' Ag Summit (a meeting with Wyoming Ag Leaders, trustees and legislators with President Nichols, Dean Galey and other UW Administrators organized by the President's office) in mid-January, the County Commissioner's leadership questioned President Nichols on the EPBs. President Nichols indicated in that meeting UW would cover the cost of employer paid benefits on shared county/UW positions for FY18, (July 2017- June 2018). As a result, we will not approach county governments to increase their funding to cover EPBs on the county share during this spring's county budget deliberations. Our shared county/UW positions are relatively secure for the next year. Though predicting the future is difficult, particularly at present, it is my expectation that we will need to request county funding for EPBs on shared positions for FY19 and beyond, or find another revenue source.

This begs the question, what do we do now? Honestly, I think the best action right now is to keep commissioners and local 4-H councils informed regarding the issue and to be sure that 4-H and Extension's other programs and their value are well promoted in the local community. The more

recognized and highly regarded our 4-H and other programs are the more likely additional resources will be available when they are needed. When I have more information about this issue, I will share.

Last week I attended a successful Wyoming Crop Improvement Association meeting. I am headed off to Farm and Ranch Days this afternoon. It is the meeting season.

Please be safe in your travels.

Regards, Glen

Staff Dev/Fed Rel. News from Kim:

Congratulations to Warren Crawford – recipient of the UW Award Recognizing Outstanding Staff Commitment to Internationalization

The UW International Board of Advisors selected Warren to receive the Staff Award for Internationalization. Warren's efforts to promote global perspectives have provided life-changing opportunities for youth from Wyoming and the western U.S. to learn about food security, nutrition and cross-cultural understanding through experience-based education in Mongolia, Samoa, and Ghana. His passion for serving international communities and introducing Wyoming and regional students to broader, global perspectives is noteworthy and deserving of the award. In recognition of his work, Warren will receive a \$1,000 prize and an engraved plaque. Thanks to Laura Balis, UW Nutrition and Food Safety Educator; Stacy Sowders, Oregon State University Youth Development and Metro Outreach; and Adu-Amankwah Francis, Ghana 4-H for submitting the nomination to support Warren's work in global education. Congratulations Warren!

2017 EPIC Update

The 2017 professional development conference will be a joint conference between Extension and the Agriculture Experiment Station December 12-14th, 2017 in Laramie at the UW Convention Center and the Gateway Center. The joint conference, building

Staff Devp/Fed Relations (cont'd)

upon recommendations from the Extension/R&E Center Collaboration and Integration Working Group will be a unique opportunity to explore relationships and potential collaborations that would be beneficial to both Extension and AES. Please put December 12-14, 2017 on your calendars and plan to attend. More details will be shared as they become available.

Civil Rights Tip: Non-discrimination

Non-discrimination means we will not intentionally or accidentally keep people out of our programs.

The University of Wyoming Non-discrimination Statement reads: "The University is committed to equal opportunity for all persons in all facets of the University's operations and is an Equal Opportunity/Affirmative Action Employer. The University will provide all applicants for admissions, employment and all University employees with equal opportunity without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected category or participation in any protected activity. The University ensures non-discriminatory practices in all matters relating to its education programs and activities and extends the same nondiscriminatory practices to recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment."

That is the verbiage, but what does that really mean, what does it look like? Following are some tips to prevent discrimination in the workplace and in educational programs:

- Respect differences.
- Be professional in conduct and speech.
- Refuse to initiate, participate, or condone discrimination and harassment.
- Avoid offensive humor or pranks. When in doubt, leave it outside the workplace and educational programs.
- Familiarize yourself with the University policies and act responsibly.
- Attend training on EEO principles and learn about your legal rights and responsibilities.
- Be pro-active. Report incidents of inappropriate, discriminatory, harassing or abusive be-

havior to your supervisor and/or UW Office of Diversity and Employment Practices.

CNP News from Mindy Meuli:

Megan and I will be going to Arlington Virginia, February 6th through 9th for the Association of SNAP-Ed Nutrition Networks and Other Implementing Agencies. Our DFS state partners will be attending also – Marianne Kerzman and Andi Barker. We will be meeting with Senators Enzi and Barrasso and Representative Cheney to educate them about CNP and let them know about our great impacts.

We are working on completing evaluations. We have several completed and will be contacting you in February if yours has not been completed. Thanks to all of you for your work this past year in making CNP a successful program!

We have made some position changes from part-time to full time and three CNP level upgrades. Congratulations to Krista Brown and Sandy Koltiska who stepped up from CNP Associate to CNP Coordinator and Kristy Michaels who went from CNP Assistant to Associate. Our educators who work for both EFNEP and SNAP-Ed, who were not full time, were increased to full time positions. This included Tammy Ware, Jillanne Person, Krista Brown, and Michelle Hans. The changes are effective February 1, 2017.

Megan and I were able to attend the ribbon cutting ceremony for the new Pathfinder Building in Laramie County. The facility is beautiful and we are excited to announce that we will be having Spring Fling in Cheyenne this year so that all of you can see the new Extension and CNP space. The dates for Spring Fling are April 18, 19, & 20, 2017.

As you are aware, the 2017 Extension Impacts are available. CNP has a section with an infographic highlighting our program. We will have copies of just the CNP infographic sent to your offices for distribution to local stakeholders. This is an opportunity to share our impacts with our partners.

Stay safe and warm this February!

Mindy