

Extension This Month – September 2007

Welcome to ***Extension This Month!*** In an effort to keep the organization well informed, the Executive Team will be sending out a monthly electronic newsletter. Watch for us each month to hear updates and information happening throughout the organization.

FROM THE DESK OF THE VICE PROVOST AND DIRECTOR

WHO ARE WE AND WHAT DO WE DESIRE TO BE?

REAFFIRMING OUR COMMITMENT TO DIVERSITY IN OUR WORKFOCE, PROGRAM CONTENT & DELIVERY AND CLIENTELE SERVED

During September, 2006, the OSU Extension Service was reviewed for compliance with USDA Civil Rights nondiscrimination policies, rules and regulations. The intent was to assess and make recommendations in respect to our behavior as influenced by several different pieces of federal legislation that guide our behaviors. Copies of the June, 2007 report are available from the Director's Office.

Among the findings is a snapshot of the organization through a diversity lens. Of our 584 employees, 525 (89.9%) are white, 3 (0.51%) are black, 27 (4.6%) are Hispanic, 8 (1.4%) are Asian, 3 (0.51%) are American Indian, 17 (2.9%) are unknown, 309 (52.9%) are female and 275 (47.1%) are male.

Comparison to the Civilian labor Workforce data maintained by the US Census Bureau indicated two major findings. First, OSU Extension's gender distribution is in line with Oregon workforce demographics. But—our organization's ethnic diversity is below desired levels if we are to mirror the State's workforce.

Clearly, to be successful in reaching Oregon's increasingly diverse population, we must strive to better reflect the State's diversity within our own ranks. Extension's Diversity Action Plan speaks clearly to this goal.

Where are the key points of making a difference?—everywhere!

We will especially look to members (and especially leaders) of search committees to more completely market to and solicit applications from under-represented populations. But the commitment to equity of access and delivery of our programs to all of society requires the heart and mind of each of us.

Do you have a Personal Diversity Plan? What goals and strategies will help your program reflect the dimensions of learners in Oregon?

Scott Reed
Vice Provost for University Outreach and Engagement

OSU NEWS UPDATES

OSU Libraries at your fingertips:

--Bonnie Avery – Natural Resources Librarian

Off campus faculty members also have access to the wide variety of resources and services made available through the OSU Libraries (OSUL). Many of these are

available 24/7 (access to 30,000+ e-journals). Others can be accessed 24/7 but require a bit of “8-to-5” mediation (requesting an article from the print journal collection or a book from another library). Typically, you know the information you’d like to find but whether it exists and/or how you can get it may not be so obvious. The library is there to help with these questions so, begin at the [OSUL homepage](http://osulibrary.oregonstate.edu) (<http://osulibrary.oregonstate.edu>).

Does the information I need exist?

When you don’t have a specific reference in mind but want to “search the literature,” use the link to [Databases](http://osulibrary.oregonstate.edu/research.php/db.php?arg=a) (<http://osulibrary.oregonstate.edu/research.php/db.php?arg=a>). There are subject specific databases for most fields. If you are unfamiliar with these, feel free to contact your [subject librarian](http://osulibrary.oregonstate.edu/staff/sublist.html) (<http://osulibrary.oregonstate.edu/staff/sublist.html>) for a consultation. We provide phone, email, and web chat tools for this purpose and will be happy to meet with you in person when you are in Corvallis. Two general databases that can serve as a good starting point are:

- *Academic Search Premier* which covers both popular/newsy and academic sources and has the added attribute of containing many articles in full text;
- The “*Web of Science*” which covers peer reviewed journals in both the sciences and social sciences. It is not a full-text resource but has several other attributes.

Once you link to these from the databases listing, you will be asked by our proxy server for your last name and OSU ID number – this is a licensing requirement since they are for OSU staff, students and faculty use only. For search tips or answers to other questions, be sure to contact your subject librarian or valley.reference@oregonstate.edu.

How can I get it?

When you have identified a specific item(s) of interest:

- If it is a **book (or chapter from a book)**, use the [OSU Libraries Catalog](http://oasis.oregonstate.edu) (<http://oasis.oregonstate.edu>). If we own it and it is “available,” use the “request” button so it can be sent to you. If we don’t own it, look for the “repeat search in Summit” button and you will more than likely find it *is* available at one of the Academic libraries in Oregon and Washington. You can request it directly (as long as it is not available at OSUL). Most communication with you will be to your ONID email account. When you have questions about a request in process, you can send them to valley.circulation@oregonstate.edu.
- If it is an **article from a journal**, it is probably best to first **check the E-journal** list first to see if that journal may be available to you electronically. Because we have a lot of journal backsets in paper and some of our journals are not yet converted to e-journals, the next step is to **check the OSUL Catalog**. If we have the journal issue you need in print, we will send you a copy of it when you use the “request” button in the catalog.
- If these options fail, OSUL will get you what you need as long as *we* can find a library to lend it to us. This service is **Interlibrary loan (ILL for short)**. You need to register before using it (so the first transaction will take a bit longer if you have not pre-registered). Look for the link to “Log on for ILL Service” listed at: <http://osulibrary.oregonstate.edu/ill/>. The copyright and other fees (current average ~\$25) incurred by the library are not passed on to you. Most items are sent to you as PDF files and posted your ILL account.

Two common questions:

- **Why not just use the E-Journal list directly and skip the databases?**

If you want to **browse a favorite journal** DO start with the E-Journal list. Beyond that you need to keep in mind that there is no search function across the E-Journal list (it is a listing of what journals we have access to electronically, not an index to the content of those journals). On the E-Journal list, "title" refers to the journal title not the article title.

- **Why isn't this working?**

In the ideal world everything would be available to you electronically. Although we have taken giant steps in this direction OSUL is not there yet (and may never be). While e-access is desirable it also entails an expensive conversion process (for the library) in both time and money. It is also riddled with licensing requirements and technical glitches that tend to crop up in January and February. But OSUL is paying for these resources so when they are not working we want to hear there is a problem. That said very often an access problem is temporary, and the easiest immediate solution is to try again a little later.

For the answers to other general questions look for the introduction to [OSUL "E-Campus Services"](#) (written with the e-campus student in mind) linked at: <http://osulibrary.oregonstate.edu/offcampus/bridge.html>.

PROGRAM NEWS UPDATES

25th Annual Gardener's Mini College

Save the date! Oregon State University Extension Service and the Oregon Master Gardener Association will celebrate a quarter century of coming together in the spirit of learning and service, at the 25th Annual Gardener's Mini College. Gardeners are invited to attend classes delivered by experts in the field of horticulture and home gardening, tour local gardens and get acquainted with other gardeners from around the state in an informal and relaxed atmosphere.

When: July 23-25, 2008

Where: CH2M Hill Alumni Center, Oregon State University Campus

Contact: Gail Langellotto, langellg@hort.oregonstate.edu, 541-737-5175

COUNTY NEWS UPDATES

Umatilla County updates

Goodby to **Jessica Fisher**, 4-H Livestock Extension Agent in Umatilla County. Jessica has moved to Boise Idaho to pursue her Master's Degree. We wish her the best in her new adventure!

Welcome **Katie Duff**, 4-H Extension Agent in Umatilla County. Katie is a 2003 graduate of OSU with a Bachelor of Science Degree. Katie grew up in Tillamook County and was very active in 4-H and FFA. Katie will begin employment on September 1, 2007.

WITHIN EXTENSION

New Offices

Beth Emshoff, Metro Specialist has moved offices to Portland State University. She is located with the Institute of Portland Metropolitan Studies. Although her office won't be

ready to occupy until September 21, her new phone is working and accepting messages. Her new office number is 503-725-8101. Email address remains the same.

NEW CONTACT INFORMATION

Beth Emshoff, Metro Specialist
OSU Extension Metro Office
Institute of Portland Metropolitan Studies
Portland State University
PO Box 751
Portland, OR 97207-0751
Email: beth.emshoff@oregonstate.edu
Ofc: 503-725-8101
Fax: 503-725-5199

Deliveries: 506 SW Mill St. Suite 780, Portland, OR 97201

Payroll and Direct Deposit

The OSU Payroll Office is now providing anyone who has Direct Deposit with the option of not receiving a printed earning statement in the mail each month. Instead, employees who have Direct Deposit would access the OSU Online Service on or after pay days to view and/or print their earning statement.

If this option is chosen by an employee, the employee will need to go to the OSU Online Services and an electronically consent to not receive a printed earning statement. This must be done by the 19th of the month to be effective that month. Entries made after the 19th are effective for the following month. This consent may be revoked at any time.

Please contact the Extension Employment and Payroll Services Office if you need any assistance.

Extension BBQ and Silent Auction

A silent auction will take place at the All Extension BBQ on September 18. Sponsored by the ESP Gamma Chapter, the proceeds from this auction will help offset the costs of hosting the incoming ESP President's Reception at this year's National ESP Meeting, and the outgoing reception at the 2008 Galaxy Conference. Our own Duane Johnson is the 2008 National ESP President.

Auction proceeds will also be used for the customary purchase of the National President's Key by the outgoing President's Chapter.

Please help support Duane's contributions to ESP and Extension by bidding on some very nice items that will be offered at the auction.

All cash and checks will be accepted.

INITIATIVES AND NEW DIRECTIONS

Online Workplace Climate Survey Available October 1-15

Beginning in early October, OSU Extension will conduct an assessment of our workplace climate. The online survey is for all Extension faculty and staff and is designed to provide you with an opportunity to describe

- your personal experiences,
- your observations,
- your suggestions for change that might enhance the inclusiveness and health of our organization as it relates to diversity.

The results of the survey will be used to identify strategies for addressing potential challenges and support positive diversity initiatives tailored to the unique needs of our organization. All individual information is confidential. Results will only be reported as an aggregate of all responses. This is an OSU Institutional Review Board (IRB) approved survey.

The survey will produce baseline information about OSU Extension and is the first step in the five year Change Agent State for Diversity Project. Oregon has joined 17 states around the country striving to foster a more inclusive and welcoming workplace climate in our organizations.

Please encourage all of your faculty and staff to complete the survey online. For those staff members that do not have access to a computer, paper and pencil instruments are available. Please contact Daniel.mcgrath@oregonstate.edu for copies of the paper and pencil instrument.

Next Steps in the Change Agent for Diversity Project

After completion of the assessment, we will

1. Establish a Diversity Catalyst Team with members from throughout the organization
2. The team will receive training and will create and implement diversity initiatives
3. Administrative Leadership will receive training from Elsie Cross and Associates on system change to enhance inclusiveness and the health of OSU Extension in a multicultural society.

Diversity Co-coordinators: Daniel McGrath and Ann Schaubert
(daniel.mcgrath@oregonstate.edu; annschauber@comcast.net)

PROFESSIONAL DEVELOPMENT

Grant Writing Workshop

The Colorado State University Agricultural Experiment Station, The University of Wyoming Agricultural Experiment Station and Cooperative Extension Service, the Cooperative State Research, Education, and Extension Service (CSREES) and the Western Association of Agricultural Experiment Station Directors are pleased to host a two-day grant writing workshop October 2-3, 2007 at the Holiday Inn Denver International Airport, Denver CO.

The October 2nd Grantsmanship Workshop on CSREES-USDA Funding Opportunities will include emphasis on the National Research Initiative Competitive Grants Program (NRICGP), Higher Education, Multicultural Alliances and International Programs, Integrated Research, Education and Extension Programs, Social Sciences Programs, Microbial Programs, Natural Resources and Environment Programs, Agricultural Research Enhancement Awards, and Small Business Innovation Research Programs (SBIR). Please see the website for a complete listing.

The Writing Winning Grants Workshop on October 3rd will provide participants with the tools needed to be successful in the grant writing process. The workshop will emphasize the process of developing a successful grant submission including developing a personal strategic plan, participating in the review process, proposal organization, development of integrated team proposals, and avoiding common proposal writing errors.

Both workshops are designed for an audience of researchers, extension specialists, educators and administrators. Participants should expect gain a complete

understanding of the grant writing process.

Complete registration, lodging, workshop schedules, travel grant applications, and other details are available at <http://www.colostate.edu/Depts/AES/csrees/>

The early registration deadline is September 10, 2007

MARKETING

2008 Pocket Calendars now available

The 2008 Pocket Calendars are now available. Order early as supplies are limited. The black leatherette pocket calendars with gold lettering are a great way to say thanks for your many volunteers and clientele. Cost is \$1.50 each

THIS 'N THAT

DATES TO REMEMBER

2007

September 17-20	NEAFCS, St Paul MN
September 18	OSU Extension Barbecue
September 19-21	Retired Extension Agents Annual Outing: Gold Beach
September 20	University Day
October 3	Fall Training Day - NWREC
October 4	Fall Training Day - NWREC
October 9	Fall Training Day - Lane County
October 21-25	NAE4HA, Atlanta GA
October 31-Nov 1	OSU Extension Leadership Conference - Corvallis
November 14	Fall Training Day - Union County
November 15	Fall Training Day - Deschutes County
November 11-13	NASULGC, New York, NY
December 3-5	Outreach & Engagement Conference

2008

Feb 20-22, 2008	JCEP Regional Leadership Meetings, San Diego, CA
April 11-12	Oregon 4-H Leader's Forum
April 14-17	Spring Training Days
April 18-20	Spring Horse Classic
April 28-30	Public Issues Leadership Development Conference, Arlington VA
May 20-23	ANREP National Conference, Madison, WI
July 23-25	25 th Annual Master Gardener's Mini College - Corvallis
July 13-17	NACAA, Greensboro, NC
September 14-18	Galaxy III, Indianapolis IN
September 25	OSU University Day

2009

Feb 18-20, 2009	JCEP Regional Leadership Meetings, San Diego, CA
April 14-17	Spring Training Days
April 27-29	Public Issues Leadership Development Conference, Arlington VA
September 20-24	NACAA, Portland OR
September 24	OSU University Day
October 25-29	NAE4HA, Rochester NY

2010

July 11-15	NACAA, Tulsa OK
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RECOGNITION AND AWARDS

Extension volunteers honored

Congratulations to two Extension volunteers for being nominated and selected for a regional Governor's Volunteer Award.

Matt Epstein, Extension Citizen Advisory Network co-chair, was selected in recognition of his many contributions to Oregon State University. He was especially effective in organizing citizen testimony to the numerous 2007 field hearings of the Joint Ways and Means Committee. He also currently serves on the Steering Committee for aligning Extension and Ecampus as part of the Division of Outreach and Engagement.

Sara Leiman, former member of the Extension Citizen Advisory Network, was selected for her work with Master Woodland Managers and the Women Owning Woodlands Network.

Congratulations to both Matt and Sara for this well deserved recognition.

Extension Faculty Recognized by OSU

Amy Peters, Coos County, is featured on one of the new set of banners installed on Jefferson Street in Corvallis. Annually, a select few are identified as OSU's greatest faculty, staff, students and alumni. Congratulations to Amy for this recognition. If you are around Jefferson Street, check out Amy's banner.

Epsilon Sigma Phi Awards

It's time to start thinking about nominating your colleagues or yourself for recognition by Epsilon Sigma Phi. **Award nominations are due October 19** - but it's never too early to make a nomination.

Some awards require membership in ESP, others don't. Please contact the ESP membership chair, Tammy Skubinna (tammy.skubinna@oregonstate.edu), if you are planning to make a nomination and need to find out if someone is a member.

Membership in ESP is open to any Extension employee (faculty or staff) with three years of experience (in any state). It's not too late to join for 2007. Contact Tammy Skubinna for additional information about membership.

Awards include: Early Career Service, Mid-Career Service, Distinguished Service, Continued Service, Visionary Leadership, Administrative Leadership, International Service, Meritorious Support Service, Retiree Service, Team Recognition, Friend of Extension, and Diversity Recognition.

The nomination form is only one page long so nominate someone now. Contact **Joy Jones**, ESP Member Services chair, for more information:

Joy Jones,
OSU Tillamook County Extension,
2204 Fourth Street
Tillamook OR 97141
Fax (503) 842-7741
joy.jones@oregonstate.edu

Nominate a Friend of Extension Today

The Friend of Extension award is the highest recognition presented by Epsilon Sigma Phi to a non-Extension (lay) person, business or organization and is designed to recognize truly outstanding support and personal involvement in Extension efforts. Since the general guidelines do not apply as directly to non-Extension persons,

nominations should concentrate on how the candidate uses expertise in a chosen field of work to enhance, broaden, and enrich Extension programs at the local, state, regional, and national levels. Contact **Joy Jones** (joy.jones@oregonstate.edu), chair of ESP Member Services, for additional information or to make a nomination.

PUBLICATIONS

Journal of Extension – August

[An Exploratory Profile of Extension Evaluation Professionals](#) [Article No. 4FEA5]

*Guion, Lisa; Boyd, Heather; **Rennekamp, Roger***

[The Growers' Roundtable: Encouraging Conversations About Critical Farmers' Market Management Issues](#) [Article No. 4TOT3]

Lev, Larry; Briggs, Suzanne; Stefani-Ruff, Dianne

ON THE HOME FRONT

Wedding Bells were ringing again! Congratulations to **Jessica Horsley**, Klamath County 4-H Agent, was married on September 1st and her name has changed to Jessica DuBose.

Get Well

John Landers, retired Animal Science Specialist is home recovering from hip replacement surgery. Take care John.

Deaths

Our sympathy to:

Marcus Buchanan, Jackson County Viticultural Agent whose mother died August 11th.

Jim Rutledge, retired 4-H Program Leader whose wife Kathy died August 21st

Steve Theberge, Clatsop County, whose father died September 9th.

PERSONNEL UPDATES

New Hires:

Bernadette Maziarski, Education Program Assistant, Jackson Co. 8/1/07

Maribel Mendez, 4-H Youth Instructor, Washington Co. 8/30/07

Denise Chick, Education Program Assistant, Deschutes Co. 8/31/07

Retirements

David Chamberlain, 1040 Appointment, Harney Co. 7/31/07

Resignations:

Lori Vegas, Accountant I, Lincoln Co. 8/9/07

Brian Schwingle, Forestry Instructor, Douglas Co. 8/10/07

Erin Taylor, Assistant Professor, Jackson Co. 8/14/07

Jessica Fisher, Instructor, Umatilla Co. 8/17/07

Megan Patton, Instructor, Linn Co. 8/29/07

Recruitment Updates

Unclassified

#0000225 – Extension Faculty, Warm Springs Staff Chair and 4-H Youth Development (1.0 FTE)

Committee Chair: Teresa Hogue

Candidate Selected: Yes

Status: Offer extended to applicant

#0000230 – Extension Faculty, Deschutes County Staff Chair and Central Oregon Small Acreage Faculty (1.0 FTE)

Committee Chair: Stephen Fitzgerald

Candidate Selected: None

Status: Interviews will be held September 5-7

#0000486 Extension Learning Technology Leader (1.0 FTE)

OSU Campus - Corvallis

Committee Chair: Nghia Banh

Candidate Selected: None

Status: Search Committee in review

#0000504 Extension Regional Director (1.0 FTE)

OSU Campus – Corvallis

Committee Chair: Dave King

Candidate Selected: None

Status: Negotiations in process

#001069 Extension Faculty, Watershed Edu Prog Assoc (1.0 FTE)

OSU Campus – Corvallis

Committee Chair: Sam Chan

Candidate Selected: None

Status: Waiting for a decision from the Committee

#001143 Extension Faculty, Extension Forestry Instructor (1.0 FTE)

Douglas County

Committee Chair: John Panches

Candidate Selected: None

Status: Phone interviews to be held

#0001175 Extension Faculty, Extension Specialist, Family & Comm Dev. (1.0 FTE)

OSU Campus – Corvallis

Committee Chair: Kathy Gunter

Candidate Selected: None

Status: Open recruitment

Closing date: 4/15/08 Full consideration date 10/15/07

Classified (.5 FTE or >)

#0001216 Extension Office Specialist II, Lane County (.5 FTE)

Committee Chair: Robin White

Candidate Selected: None

Status: Interviews approved

#0001255 Extension Accountant I, Lincoln County (.5 FTE)

Committee Chair: Sam Angima

Candidate Selected: None

Status: Interviews will be held September 11

#0001345 Extension Accountant I, ESOC, Main Campus (1.0 FTE)

Committee Chair: Cynthia Chavez

Candidate Selected: None

Status: Open recruitment

Closing Date: 9/14/07

#0001256 Extension Education Program Assistant, Newport (.6 FTE)

Committee Chair: Lynne Wright

Candidate Selected: None

Status: Being reviewed by committee

Do you know of something happening in your office that you'd like to share? Perhaps a birth of a son or daughter or grandchild? Recognitions received? Has someone in your office experienced a loss of a loved one? We'd like to hear from you. Although we are spread across the miles, it's important that we stay connected. Please help us do that.

Send any information you would like shared with the organization, to Janet Drollinger janet.drollinger@oregonstate.edu by the 25th of each month.