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.

HAPPY NEW YEAR
--Debbie Maddy, Interim Associate Provost & Associate Director

For most of us 2009 arrived on the storm and I’m not just talking weather. All about us is change, uncertainty and chaos. At times it may seem a bit overwhelming and we may question how any one person can make a difference in such an environment. But it can be done . . . I’ve seen it happen time and again in Extension. One person can spark an idea that leads to new opportunities, can stimulate others to think bigger than they thought possible, can lead a group of passionate people to make a difference for a community. Take a look at your colleague sitting in the office next door and you’ll likely see an example of a person who has made a difference. If you’ll be completely honest with yourself, a look in the mirror may reveal yet another person who has made a difference. Never underestimate the power of the individual who is committed, fervent and focused . . . and that description covers nearly 100% of the people who work for or volunteer for OSU Extension.

How does one stay committed, fervent and focused during stressful times? I won’t pretend to have all the answers, but I can tell you what works for me:

1. At the beginning of the year, I load “me” time in the calendar first, that includes vacation, exercise, and the occasional spa date, and I protect those dates with a vengeance. Occasionally, I’ll need to make an adjustment because all the Extension dates haven’t been set yet, but I do my best to honor the time I’ve set aside for renewal. My advice to you is make time for whatever feeds your soul, be that family, faith, music, travel, or coaching kids athletic events, and keep those appointments with yourself. If you take care of yourself you’ll be able to better deal with the surprises happening around you.

2. I make a plan that details the goals and outcomes I want to accomplish during the year. Long before SOARS became part of the Extension culture, I developed an individual plan of work that gave me an overall direction and focus, helping me to make decisions about how best to spend my time. Depending on the year, I’d leave 10-25% flexible time so I could respond to unforeseen, emerging issues. I invite you to take a look at my plan of work in SOARS and see what I’ll be focused on during 2009. As you’ll see, I make the plan fairly simple. I try to re-read the plan at least quarterly to stay on course.

3. Finally, I make professional development a priority regardless of what else is on my “to do” list. I actually like working on the edge of my knowledge and skill
levels, learning by doing and practicing as I move forward. Since April 2006 I’ve been scrambling to learn all I can about community engagement as defined by scholars and practitioners around the country and how that is different from and similar to the Extension philosophy and methodologies that are familiar to and comfortable for me. Some years I devote as much as 12 days to professional development; other years it may be as little as five. The idea is to keep stretching so I don’t get caught in a routine that can become boring and unsatisfying.

What works to me keep committed, fervent and focused may not work for you. So discover your own strategies for surviving stressful times and take care of yourself.

2009 is here in full force and I wish for each of you a healthy, happy and productive year ahead. I am looking forward to working with you to make a difference for Oregon people and communities.

SPRING TRAINING NEWS
Do You Have Ideas For 2009 Spring Training Classes - April 14-17?
In the past have you felt like there just wasn’t the right class offered or anything interesting enough for you to attend spring training? Well, now is the time to propose classes you would like to take, think you need, OR any you are interested in offering as a presenter. Contact Vicki Campbell, Vicki.campbell@oregonstate.edu (541-737-1581) with questions or your ideas.

Extension’s New Employee Orientation
The Extension’s New Employee Orientation will be held during the 2009 Extension Spring Training on Thursday, April 17th, starting at 9:00am. This orientation is for any employees hired after December 1, 2008 or those who have not previously attended an orientation. New Employees will be able to visit the Extension Spring Training Registration Site to register—more details will be coming.

Attention Newer Extension Faculty: Save the Date!
If you are a faculty member with an educational program assignment and have joined OSU Extension in the past six years, you will want to attend the upcoming workshop,

Extension Education in the New Millennium:
Program Development, Delivery and Evaluation
Tuesday, April 13, 9 a.m. to 9 p.m.
and
Wednesday, April 14, 8 a.m. to 5 p.m.
at the
Adair Village Club House

As one of the 2009 Extension Spring Training offerings, this off-campus workshop will provide newer faculty with 21 hours of instruction, hands-on training, and interaction with experienced Extension faculty who have successfully mastered program development, delivery and evaluation practice and theory.

Benefits to faculty participating:
• Increased understanding of Extension’s history and culture
• Improved connection and engagement with the community and its people
• Greater ability to meet the performance expectations of the annual performance evaluation
• Better positioned to be successful in the tenure and promotion process
• Job made easier because of tools, knowledge and skills gained

Details of the workshop content and presenters are still in the development stages, but if you want additional information on how this workshop will benefit you and your program, talk with your Extension program leader.

**Spring Training BOWLING TOURNAMENT**
It’s that’s time again for you to dust off those bowling shoes and ball! The seventh annual (you got it right – It’s been 7 Years) Extension Bowling Tournament will be held on **Wednesday, April 15**th. Start thinking about if you want to have a team and what your name and outfits will be! More info will be out in the coming months.

**Spring Training Support Luncheon**
Once again Extension Administration will be hosting a luncheon for staff who support Extension programs across the state. Mark your calendar for **Thursday, April 16**th.

**STATE NEWS UPDATES**

**Faculty Senate Elections**
Congratulations to Chip Bubl, Columbia County and Mike Bondi, Clackamas County. Chip and Mike were recently elected to represent the off-campus Extension Faculty on the OSU Faculty Senate. The off-campus Extension Faculty Senators are:
- 2009 – Dan McGrath
- 2010 – Sam Angima, Brian Tuck
- 2011 – Michael Bondi, Charles Bubl

**2008 Award Winners**
Pictures of the 2008 Outreach & Engagement Conference award winners are available on the web and can be easily downloaded. Go to [http://eescphotos.extension.oregonstate.edu/awards08/](http://eescphotos.extension.oregonstate.edu/awards08/)

**Civil Rights Review Online Training**
To ensure that the OSU Extension Service remains in compliance with all state and federal civil rights laws, all Extension faculty and staff are required to take the online civil rights review training. This course will provide civil rights training for all OSU Extension faculty and staff to ensure that programs offered are as inclusive as possible and that we continue to work toward achieving our civil rights goals. The entire organization needs to have completed the training by **July 1, 2009**.

The course takes approximately 30 minutes.
After completing this course, you will:

  Understand basic federal Civil Rights laws,
Understand how Extension programs fit into existing laws,

Know what your recordkeeping responsibilities are under the law.

Go to blackboard at:  http://my.oregonstate.edu/webapps/portal/frameset.jsp
Log in using your onid password
Choose “Extension – Civil Rights Training”

**UPDATES**

*Extension Administration staffing changes*

As many of you know, **Crystal Hines**, Administrative Assistant to the Regional Directors resigned effective December 31, 2008. Crystal has decided to go back to school full time to obtain her bachelors degree. That position will remain vacant until the business center is up and running and we can assess the impact it will have on our office. In the meantime, we have shuffled duties around to guarantee continued support.

**Kim Tarrant**
Assistant to Keith Diem
Assistant to John Punches
SOARS support
Accounting
List Management
Promotional Items

**Sue Bowman**
Assistant to Doug Hart
Assistant to Lyla Houglum
PROF
Civil Rights Review
Archives

**Vicki Campbell**
Assistant to Debbie Maddy
Assistant to Beth Emshoff
Conference and Meeting Coordinator
Staff Development

**PROFESSIONAL DEVELOPMENT**

**OSU Extension Service Technology Training – Winter 2009**

The following online courses are being offered via Adobe Connect for Extension faculty and staff. For more information or to pre-register for these classes contact Karen Watte (Karen.watte@oregonstate.edu) or Isaac Magana (isaac.magana@oregonstate.edu)

**Office 07 – Introduction**
January 22 – 2:00-3:15pm
March 5 – 2:00 – 3:15pm

**Excel 07 – Intermediate/Advanced**
February 5 – 9:00 – 10:00am

**Access 2007 – Introduction**
February 10 – 2:00 – 3:00pm
February 17 – 2:00 – 3:00pm
February 24 – 2:00 – 3:00pm
SharePoint – Introduction
March 6 – 11:00 – 12noon
Blackboard Basics
February 20 – 9:00 – 10:00am
Adobe Connect – Introduction
January 27 – 9:00 – 9:45am
February 24 – 9:00 – 9:45am
March 18 – 2:00 – 2:45pm

You will receive log-in information at least 3 days prior to the session. All classes are held via Adobe Connect. You will need a computer that has Flash Player (loaded on all OSU computers) and an Internet connection.

Looking for more intensive short courses on specific computer applications or software? Check out the online Ed2Go classes through OSU E-Campus.
http://www.ed2go.com/oregonstate/

Tips on Preparing & Submitting Competitive Grant Applications
Below is an article with some good advice about preparing and submitting grant proposals. The 2005 issue of the Chronicle of Higher Education provides some very good advice and tips on preparing and submitting competitive grant applications. The article is easy to read and straight to the point. The article is available at:

Integrated Competitive Programs Grantsmanship Workshop
On March 9-10, University of Nevada Cooperative Extension and the Western Extension Directors Association will host an Integrated Competitive Programs Grantsmanship Workshop in Las Vegas. The workshop will focus on CSREES competitive funding and integrated grants. Additionally, eXtension will be offering a workshop on the afternoon of March 10 focusing on how to incorporate eXtension into grant proposals. This is the first time for this eXtension workshop to be offered. Complete information and registration links can be found at:
http://www.unce.unr.edu/adhoc/grantsworkshop/.

The workshops will be held at the newly renovated Riviera Hotel and Casino on the Las Vegas Strip. Please note that space is limited and early registration is recommended. The special room rate will be available from March 5 through 12 but reservations must be made by February 17, 2009 to ensure availability and price.

THIS ‘N THAT
DATES TO REMEMBER
2009
February 11-12 High Desert Green Industry Conference, Redmond, OR
February 18-20 JCEP Regional Leadership Meetings, San Diego, CA
February 21 Extension Small Farms Conference, Corvallis
March 2-4 NEP In Service
March 3-4 Staff Chair West Central Cluster Meeting
March 4-6 FCD In Service
AWARDS

Congratulations goes to the following faculty, staff, volunteers and clientele who have recently received awards of recognition.

The OSU Forestry Extension **Master Woodland Manager Program** received the 2008 Outstanding Family Forest Education Award at the recent Society of American Foresters Annual Convention in Reno, Nevada. This award, sponsored jointly by the National Association of University Forest Resources Programs and the National Woodland Owners Association, recognizes the top Extension Forestry Program in the U.S., targeted to family forest owners. The MWM Program is coordinated by Nicole Strong under the direction of Rick Fletcher, and involves nearly the entire Forestry Extension Program as instructors and local coordinators. The program, started in 1985, is the oldest "master" program in forestry in the U.S., and serves as a model for many other similar programs around the world.

PUBLICATIONS


Using Focus Groups to Evaluate Youth Development Program Direction

David White, Deschutes County; Mary Arnold, Marilyn Lesmeister, 4-H Youth Development

ON THE HOME FRONT

Births

Congratulations to Doug Hart, Regional Director upon the birth of his first grandson, Zane Douglas Hart, born to Kevin & Felicia Hart on 12/22/08 in Corvallis.

Deaths

We are saddened to inform you of the passing of Jack Conley, 45 year 4-H Leader, who passed away on November 12, 2008. Many of you remember him as a 4-H club leader, Polk County Fair Swine Superintendent, and a member of the State Fair Board of Trustees. At his family's request a Memorial Fund has been set up through the Polk County 4-H Leaders Assoc. for anyone wishing to donate in his honor. All money received will be used to benefit Polk County 4-H'ers. Our sincere sympathy goes to Jack's wife, Dorothy, and their family.

Polk County 4-H Leaders Assoc.
PO Box 640
Dallas, OR 97338

PERSONNEL UPDATES

New Hires:
Sandra Carlson, 4-H Program Coordinator, Clatsop County 12/1/08
Patrick Willis, Assistant Professor 4-H, Washington County 12/3/08
Heather Meyers, Education Program Assistant, Morrow County 12/15/08
Patrick Proden, Staff Chair & Metro 4-H Administrator, Washington Co. 1/5/09
Candi Bothum, 4-H Program Coordinator, Deschutes County 1/6/09

Retirement:
Marie Madison, Office Specialist 2, Benton County 12/31/08

Resignations:
Angelica Sandoval, Education Program Assistant, Marion County 12/16/08
Crystal Hines, Office Specialist 2, Ext. Administration 12/31/08
Rebecca Mills, Instructor 4-H, Jefferson County 12/31/08

Recruitment Updates

Unclassified
#0002296 Assistant Professor, Bio & Eco Engr Ext. (1.0) FTE Campus – Corvallis
Committee Chair: John Selker
Candidate Selected: None
Status: Interviews to be held

#0003020 Assistant Professor, FCD, Clackamas County (1.0) FTE
Committee Chair: Kathy Gunter
Candidate Selected: None
Status: Interviews were held Nov 17th & 18th, Dec 9th & 10th

#0003136 Assistant Professor Forestry, Columbia/Washington County (1.0) FTE
Committee Chair: Glenn Ahrens
Candidate Selected: Amy Grotta
Status: Offer Accepted

#0003195 Assistant Professor, Publishing Leader, EESC (1.0) FTE, Campus - Corvallis
Committee Chair: Andrea Dailey
Candidate Selected: Mark Anderson-Wilk
Status: Offer Accepted

#0003218 Assistant Professor, 4-H Youth Dev, Douglas County (1.0) FTE
Committee Chair: John Punches
Candidate Selected: Tracy Martz
Status: Offer Accepted

#0003253 Professional Faculty, 4-H Program Coord, Marion County (1.0) FTE
Committee Chair: Pamela Olsen
Candidate Selected: Cristian Curiel
Status: Offer Accepted

#0003295 Assistant Professor, College of Ag, North Willamette Research and Extension Center (1.0) FTE
Committee Chair: Robin Rosetta
Candidate Selected: Pending
Status: Offer Letter Review

#0003368 Professional Faculty, 4-H Program Coord, Multnomah County (1.0) FTE
Committee Chair: Roger Rennekamp
Candidate Selected: Jonathan Mayer
Status: Offer Accepted

#0003391 Professional Faculty, 4-H Program Coord, Washington County (1.0) FTE
Committee Chair: Lisa Conroy
Candidate Selected: None
Status: Interviews were held December 9th

#0003401 Instructor, Land Stewards Educator, Jackson County (0.45) FTE
Committee Chair: Max Bennett
Candidate Selected: None
Status: Interviews to be held January 9th

#0003425 Assistant Professor, Ag Crop & Soil Sci, Washington County (1.0) FTE
Committee Chair: Mike Flowers
Candidate Selected: None
Status: Interviews to be held January 22\textsuperscript{nd} & 23\textsuperscript{rd}

\textbf{#0003448 Professional Faculty, Oregon Master Naturalist Program Coord, Forestry Extension, Corvallis Campus (1.0) FTE}
Committee Chair: Robert Emanuel
Candidate Selected: None
Status: Under Review by Committee

\textbf{#0003486 Assistant Professor 4-H, Malheur County (1.0) FTE}
Committee Chair: Roger Rennekamp
Candidate Selected: None
Status: Interviews to be held January 12\textsuperscript{th} & 13\textsuperscript{th}

\textbf{#0003506 Professional Faculty, Public Affairs Comm Specialist (1.0) FTE, EESC – Corvallis Campus}
Committee Chair: Peg Herring
Candidate Selected: None
Status: Interviews to be held

\textbf{#0003523 Associate Provost – Outreach & Engagement (1.0) FTE, Corvallis Campus, VP Outreach & Engagement}
Committee Chair: Sam Stern
Candidate Selected: None
Status: Under Review by Committee

\textbf{#0003551 Assistant/Associate Professor, Family and Comm Dev (1.0) FTE, Corvallis Campus}
Committee Chair: Carmen Steggell
Candidate Selected: None
Status: Open Recruitment
Closes: 1/20/09

\textbf{#0003569 Professional Faculty, Education Coordinator, FCD (0.60) FTE, Multnomah}
Committee Chair: Renee Carr
Candidate Selected: None
Status: Interviews to be held January 27\textsuperscript{th} & 30\textsuperscript{th}

\textbf{#0003572 Professional Faculty, Education Coordinator, FCD (0.60) FTE, Multnomah}
Committee Chair: Renee Carr
Candidate Selected: None
Status: Interviews to be held January 27\textsuperscript{th} & 30\textsuperscript{th}

\textbf{#0003696 Professional Faculty, 4-H Program Coordinator (0.75) FTE, Multnomah}
Committee Chair: Roger Rennekamp
Candidate Selected: None
Status: Open
Closes: 1/9/09

\textbf{#0003698 Natural Resource Instructor (1.0) FTE, Klamath County Extension}
Committee Chair: Willie Riggs
Candidate Selected: None
Status: Open
Closes: 1/9/09

Classified (.5 FTE or >)
#003576 Education Program Assistant (0.50) FTE, Benton County Extension
Committee Chair: Tammy Skubinna
Candidate Selected: Andrea Durham
Status: Offer Accepted

#0003579 Office Specialist 1 (1.0) FTE, Benton County Extension
Committee Chair: Rick Fletcher
Candidate Selected: Lindsay Liebes
Status: Offer Accepted

#0003611 Education Program Assistant (0.75) FTE, Washington County Extension
Committee Chair: Janice Smiley
Candidate Selected: None
Status: Interviews to be held

#0003651 Education Program Assistant (1.0) FTE, Coos County Extension
Committee Chair: Elisa Wells
Candidate Selected: None
Status: Under Review 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.