

# Director's Video Update

August 2021



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,  
AND ENVIRONMENTAL SCIENCES

## August Topics

- Breathe
- Strategic Plan Update
- Updates, Deadlines, and Bragging Points
- RtO "Data Party" Results
- Vaccine Update
- Professional Development and Resources
- Other/Q&A



## Just Breathe...

It sounds so simple, but we don't always make the time to **quite literally breathe...**

- To make the time for quiet reflection
- To meditate and clear the mind– breathing deeply and pushing aside intrusive thoughts
- To be mindful and focus on what fills us, what we are grateful for
- To take a moment and tell others what they mean to you or how they have helped you or made your day

I saw this sticker once again in my office and it reminded me of the importance of finding space for things that matter during what continues to be a very hectic world.

We have so many pressure points and tensions in this day and age, and with all that is going on around us... we **MUST** make time to breathe and for me that includes thinking about what I am grateful for and what keeps me centered.

Let's take a minute or two for breathing and sharing with others what we are grateful for...

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Bad dad jokes

Notes or cards of encouragement

Chocolate left on my desk

A text from a colleague that says you've got this

Inspiring words

Flowers from my husband

My family

Coffee everything

Texts or emails that have pictures of little ones (babies, grand babies, puppies)

Colleagues who ask how I am AND really want to know the answer ; )

**Just breathe.**

The Ohio State University

go.osu.edu/justbreathe

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## Ohio State University Extension

### OUR VISION

Ohioans have the *knowledge* and *resources* they need to *actively engage* in creating conditions in which they *thrive*.

### OUR MISSION

We create *opportunities* for people to explore how *science-based knowledge* can *improve social, economic, and environmental conditions*.

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## Strategic Approach to Our Future

### OSU Extension Investing in Impacts



### Guide Vision and Priority Development

State and Local Advisory Committees  
Listening Sessions  
1:1 Key Stakeholder Conversations

### Clarity and Focus Regional Visits

**Reflect. Reconnect, Refocus.**  
Annual Conference

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## Extension Listening Sessions Clarity and Focus

### Key Stakeholder Listening Sessions (Professional facilitation)

- Extension Leadership Team-- August 12 (on site)– **COMPLETE (N=32)**
- Extension (3 online) –
  - Aug 16– **COMPLETE (N=51)**
  - Aug 30– REGISTRATION FULL (N=61)
  - Sept 8– (N=33/**room for up to 30 more**)\*



\*May be able to add a few more sessions if there is a demand. We want all voices to be heard.

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## Extension Listening Sessions

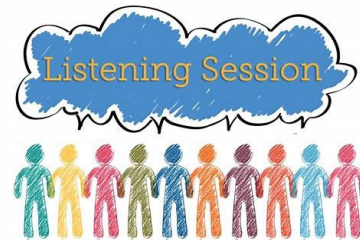
### Clarity and Focus

#### Key Stakeholder Listening Sessions (Internal Facilitation)

**4-H Foundation** (TBD)

**Volunteer (2)** – Sept (by invitation – still tentative dates)

- 4-H (Kirk)
- MGV (Pam)



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## Local Advisory Committees

### Guide vision and priority development

#### Local Extension Advisory Committees (Coordinated through stewards)

- Each county has the option of incorporating the stakeholder questions into a local listening session during existing EAC meetings scheduled between now and year-end 2021. Each county that exercises this option can use these standard questions in any way that makes sense at the local level. We are not asking for reports to be submitted. The local engagement is solely intended to bring value to the community partners who are on our EACs and yield local input for local offices to consider as they plan for 2022 and beyond.
- We will be working with EAC county stewards to provide resources and offer training or support for those who desire it.



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## State Advisory Councils

### Guide vision and priority development

#### Extension Internal Advisory Council

- First orientation meeting-- August 31, 2021
- Listening session-- September 13, 2021

#### State Extension Advisory Council

- First orientation meeting-- August 31, 2021
- Listening session-- September 27, 2021

#### Extension Partnership Advisory Council

- First orientation meeting-- August 31, 2021
- Listening session-- September 27, 2021



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## State and Local Advisory Committees

### Guide vision and priority development

#### State Advisory Councils (Professional facilitation)

- Internal Advisory Council: Sept 13 (also train for key stakeholder conversations)
- State Extension Advisory Council: Sept 27
- Partnership Advisory Council: Sept 27

#### Local Extension Advisory Committees (Area Leaders lead – coordinate through stewards)

#### 4-H Foundation (TBD)

#### Volunteer (2) – Aug 25 & Sept 1 (by invitation – still tentative dates)

- 4-H (Kirk)
- MGVS (Pam)



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## Key Stakeholder Conversations (1:1)

Input on critical issues

### Key Stakeholder Conversations (1:1)

- Interviews – September - December



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## Regional Visits

Clarity and Focus

### SAVE THE DATES

**Regional Visits (10am – 3pm)** – one in Columbus, one in Wooster, others TBD

- Oct 4
- Oct 11
- Oct 22
- Nov 8
- Nov 22
- Nov 23 - Virtual



#### Focus of visits:

- Values consensus
- Priority identification
- Listening session
- Professional development

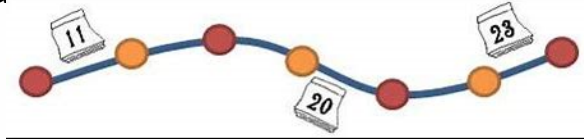
[go.osu.edu/extroadshows2021](https://go.osu.edu/extroadshows2021).

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## Merit Increases

- AMCP was approved at the university level despite lost revenue during COVID-19 (letters were sent in August)
- Promotions were included (promotion letters went out separately)
- Effective date of increases by September



**OSU avoided furloughs and reduction in force**

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## Extension Annual Conference December 7-9



Extension Annual Conference proposal for, its 2021 conference, "Reflect. Reconnect. Refocus." are due September 15. The conference will be held virtually Dec. 7-9, 2021. You are encouraged to submit a proposal for one of the four tracks, which are focused on improving partnerships, improving products/programs, improving processes, improving people. Read more at <https://lod.cfaes.ohio-state.edu/career-development/2021-extension-annual-conference>.

If you have any questions regarding the call for the proposals or the survey, please contact ShaLise Simmons ([simmons.761@osu.edu](mailto:simmons.761@osu.edu))

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## Enrollment Window for Tuition Assistance about to Close for Autumn Semester

Applications for tuition assistance benefits must be submitted each term, and the enrollment window for autumn semester 2021 is June 28- **August 27, 2021**. Eligible faculty and staff can apply in [Workday](#) (recommended) or with paper forms for [dependent tuition assistance](#) and [faculty and staff tuition assistance](#).

### ***What you need to do:***

- Please visit the HR website for more information about [tuition assistance benefits](#).
- Enrollment is required to access tuition assistance benefits.
- Direct questions to HR Connection at [hrconnection.osu.edu](http://hrconnection.osu.edu) or 614-247-myHR (6947).

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## Ohio JCEP Awards– Deadline October 1

Award opportunities are now available to you as a JCEP and ESP member. Listed below are the awards that are now live, and the contact for each area in case you have specific questions.

### **Nominations** – *your chance to help others get the recognition they deserve!*

[Friend of Extension](#) - Due October 1 (Sam Custer, [custer.2@osu.edu](mailto:custer.2@osu.edu))

[Excellence in Extension](#) - Due October 1 (Travis West, [west.222@osu.edu](mailto:west.222@osu.edu))

### **Awards** – *recognition of your creative and teaching and programming efforts!*

[Creative Works Applications](#) - Due October 1 (Sally McClaskey, [mcclaskey.12@osu.edu](mailto:mcclaskey.12@osu.edu))

[Team Teaching Award Application](#) - Due October 1 (Frances Foos, [foos.61@osu.edu](mailto:foos.61@osu.edu))

[ESP Special Chapter Awards](#) - Due October 1 (Lydia Flores, [flores.191@osu.edu](mailto:flores.191@osu.edu))

Please feel free to explore the [Ohio JCEP Awards Website](#) that includes winners for previous years for each award

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## Help Ohio Reach the Top Dining with Diabetes

Can you please support the great work of Dining with Diabetes in Ohio with this opportunity? They made it to the top 200 of over 1,000 grant submissions! **Now they need some help to make it to the top 40.**

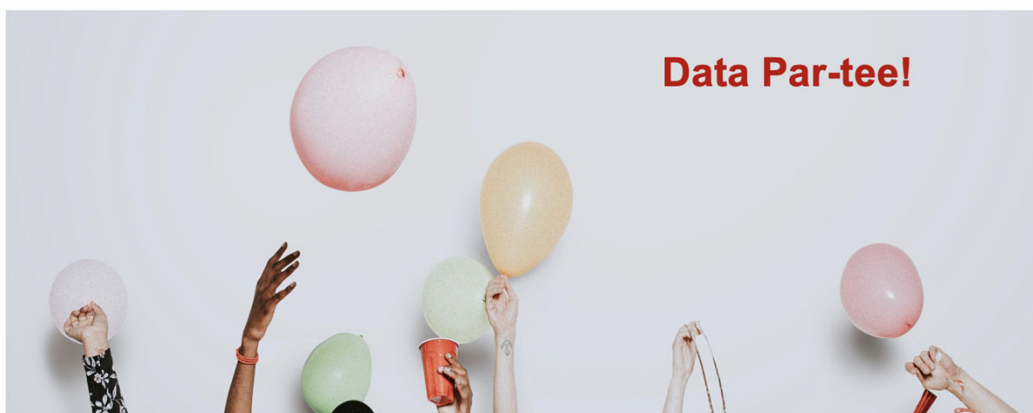
**The top 40 vote recipients will receive \$25,000 grant for their programs.**

All we are asking is for some votes via clicking the hyperlink below, which will route you to the program *Improving Longevity for Ohioans with Diabetes*. You can cast all 10 votes at once or spread it over other worthy causes. **You can vote each day until Friday, August 27<sup>th</sup>.**

<https://www.neighborhoodassist.com/entry/2039022?fbclid=IwAR2J3W3vYMzoD97pgPW72K7x86zRrE5JSTx8us5Jw0lp1mlRr4vPHzVZGHE>

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## Return to Office: Qualitative Data Party



Thallia Blight, Bridget Britton, Brian Butler, Tim Byrne, Christina Byrd, Sarah Carpenter, Marianne Guthrie, Misty Harmon, Debby Lewis, Jenny Lobb, Teresa McCoy, Gwynn Stewart, Faye Wilson, Courtney Woelfl, Susan Zies

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**Systematic**  
**Codebook and codes**  
**Inter-rater reliability and**  
**member checks**  
**15 coders**

**Two weeks**

**Seven open-ended questions**  
**1,438 individual comments,**  
**Ranging from a few words to**  
**several sentences**



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## **Return to Office: Preliminary Qualitative Results**

### **Ease of Transition**

**What suggestions do you have on how to make the transition back to the office easier over the next six months? (n=316)**

- **Multiple themes come together in this question: flexibility, telework, gradual return, adaptability, productivity, and work-life balance.**
- **Extension faculty and staff desire the flexibility to telework and adjust their schedules as they see fit while still meeting the needs of the office and the clientele.**

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## Return to Office: Preliminary Qualitative Results Ease of Transition

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## Return to Office: Preliminary Qualitative Results Addressing Return to Office Concerns

Please provide more information about these concerns (about returning to the workplace) and how we can best address them (concerns about coming back to the workplace). (n=180)

- Multiple themes around masking, building health, proper ventilation
- Many positive comments about teleworking and how this has helped employees be productive and balance work and family.

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## Return to Office: Preliminary Qualitative Results Communication (General)

**Please tell us your recommendations to increase the overall effectiveness of OSU Extension communications while in a remote situation. (n=148).**

- Given the situation and recognizing the difficulty of the context, there were a lot of thank you and “good job” statements.
- The overall general feeling was that we probably did the best we could under the circumstances.

**Please give us any other recommendations you have for improving communication in OSU Extension. (n=98)**

- General desire for lower quantities of communication that is more direct to the point and doesn't require a large amount of time to consume.
- A thoughtful approach that uses a more sophisticated system of communication that is user driven and tailored to the employee.

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## Return to Office: Preliminary Qualitative Results Communication (Supervisors)

**Please tell us your recommendations to increase the effectiveness of communication with supervisors while in a remote work situation? (n=171)**

- Faculty and staff comments indicated an overall satisfaction and appreciate for weekly, bi-weekly, and/or monthly check-ins, whether that was one-on-one, by county, by program area, or by region.
- There were some comments about desiring improved supervisory communication.

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## Return to Office: Preliminary Qualitative Results

### Lessons Learned about Operating Better

**What, if anything, have you learned from this new workplace "normal" that will enable our organization to operate better as we move forward? (n=327)**

- **Using technology that allowed us to telework enhanced our effectiveness in reaching clientele.**
- **Respondents were overwhelmingly in support of continuing virtual programming.**
- **Teleworking and flexibility (in scheduling) allowed for a better work-life balance.**
- **Extension has learned to adapt and become more productive/efficient using telework and technology. This can and should remain in place with clear expectations put in place.**

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## Return to Office: Preliminary Qualitative Results

### Final Open-Ended Comments

**Please feel free to give us any other comments you have about this overall topic. (n=198)**

- **Employees expressed gratitude that OSU was open-minded enough to allow us to start teleworking back at the beginning of the COVID pandemic. The telework format allowed employees to be more flexible, productive, and efficient while they adapted by learning new skills and using technology to reach a broader audience across our own communities and the state.**
- **Telework and flexibility allowed for a much-improved work-life balance that created happier employees who were given the opportunity for self-improvement during this pandemic.**
- **Clear expectations communicated from the University decision makers and direct supervisors/area leaders are critical so that all employees, at every level, are receiving the same guidance.**

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## We Heard You– Digital Engagement/Virtual Programming

- Continued training for development and offering of virtual content
- Hiring a digital content engagement professional (Fall 2021)
- Collaborating with CFAES Marketing/Communications to hire a video production professional assigned to Extension (Fall 2021)
- Working with Studio 149 and South Centers to amplify video production and provide additional editing support
- Partnering with KX to create digital content in key themed areas (e.g., food systems, and carbon)

"The pandemic caused FSR to be virtual last year and one of the lessons learned is that people want to be able to re-watch these educational sessions on-demand," he said. "For example, we've created 18 webinars in the last 15 months that have had 944 people attend live, plus an additional 2,294 people have watched them on YouTube, while another 4,492 people have accessed resource materials on the Farm Office Live website at [farmoffice.osu.edu](http://farmoffice.osu.edu)." – David Marrison

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## We Heard You– Flexibility and Telework

- Opportunities for every staff member to have up to 1 day per week telework and sometimes 2, dependent upon job responsibilities (must be able to accomplish work specific tasks off site and fit it within a fuller unit office plan).
- Staggered start and stop times within the office, if we can accomplish with regular hours open to the public.
- Opportunity to request a compressed work week through the FWA (must still have office open to the public during regular hours and everyone in the office should not be requesting the same day (e.g., Friday unless the county has extremely limited funding and staffing)).
- Professional scheduling, as always, is an option but requires proactive planning and effective communication within the unit. Most flexibility needs should be able to be accomplished with this option.

The new university guidance for FWAs by September 30 will require a form to be completed by all staff, who have at least one day per week remote work. This is primarily for tax purposes. We will be providing additional guidance for completing this form early next week. Please hold off until then, if you haven't filled it out already.

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## We Heard You– Continuous Learning and Support for Employees

### Launched this year--

- Onboarding for new employees and more veteran employees
- Mentoring program has launched
- Wiser of Wednesday professional development offerings
- DEI trainings and book club
- Life/Work Balance and stress management offerings

### Coming soon...

- Implicit bias and inclusive hiring
- Additional health and wellness offerings
- Program design with LIFE framework
- Coming Together for Racial Understanding (CTRU)

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## COVID-19 Vaccine Requirement

To enhance the health and safety of the university community, Ohio State is requiring every student, faculty and staff member to be vaccinated against COVID-19. **The deadline for all Ohio State students, faculty and staff to have at least a first dose is Oct. 15. For people receiving a two-dose vaccine, the second dose must be received by Nov. 15.** The university will accept a number of vaccines to meet this requirement. Details about the reporting process will be announced in the coming weeks.

Current university guidance, including FAQ's regarding how to get vaccinated, exemptions, and reporting are available at:

[https://safeandhealthy.osu.edu/covid-19-vaccine-requirement?utm\\_source=sfmc&utm\\_medium=email&utm\\_campaign=umar\\_faculty-staff-newsletter\\_fy22\\_oncampus+today+20210825&sfmc\\_id=42949231](https://safeandhealthy.osu.edu/covid-19-vaccine-requirement?utm_source=sfmc&utm_medium=email&utm_campaign=umar_faculty-staff-newsletter_fy22_oncampus+today+20210825&sfmc_id=42949231)

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## Wiser on Wednesdays: Mindfulness, Stress Reduction – TODAY

Ever feel stress? Even before the arrival of COVID-19, stress is identified as a significant health problem for Americans. Not only do we need to care for health and wellness when there is an illness, but we also need to practice preventive care to stay well physically, mentally, and emotionally. As you all know, the OSU Extension Family, and Consumer Sciences (FCS) program promotes healthy living. Along with topics like healthy eating and exercise, mindfulness has gained recognition as part of a healthy lifestyle in the United States. Join Patrice Powers-Barker as she offers an overview of the science behind the art of mindfulness and the health benefits of stress reduction. This session, held from 1-2:30pm, will utilize mindful relaxation tools to live a more conscious, less stressed, and healthier life. Registration is required at [go.osu.edu/WOWmindfulness](https://go.osu.edu/WOWmindfulness). This session will **not** be recorded.

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JustBreathe  
Resource Center

JustBreathe

Breathing Techniques

Resources

▶ Video Resources

▶ Audio Learning

▶ Self Help Programs

▶ Benefits Information

▶ Additional Stress  
Busting Strategies▶ Seek Additional  
SupportOrder Your JustBreathe  
Sticker

### Resources to Improve your Relaxation Response:

- [Watch Videos](#)
- [Listen to Audios](#)
- [Explore Self Help Programs](#)
- [Learn About Your Benefits Related to Stress Management](#)
- [Find Additional Stress-Busting Strategies](#)
- [When and How to Seek Additional Support](#)

**YOUR PLAN  
FOR HEALTH™**


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## Continued Patience and Compassion

- Life is not easy right now
- The Delta variant is adding additional stress to an already stressful situation and people are fearful and have anxiety
- Some things are still in flux and uncertain and will require some ongoing flexibility (e.g., childcare, schools reopening, caring for parents with health issues during COVID...)
- We need to remain compassionate and patient... this won't last forever
- We need to focus on relationships and collaboration
- We need to do the little things that bring people up and show that we care
- We need to think about the "me" in the context of the "whole"
- I know there is real fatigue right now (physical, social, emotional, financial, mental, etc.)

**The daily struggle is real...**

**Relationships, compassion, patience, and caring about and for one another helps.**

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## In Gratitude....

**I am grateful for you, this mission, and this university!!!**



**Thank you!!!**

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