

Director's Video Update

June 2021



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

June Topics

- Vacation
- Pulse survey
- RtO Survey
- AMCP
- Strategic Plan Update
- HR Update
- Travel Update
- Mentoring Update
- Save the Dates
- Professional development applications
- Bragging Points
- Personnel Updates
- Faculty Meeting
- Other Q&A
- Thank you

Thank You!



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Make the Time...

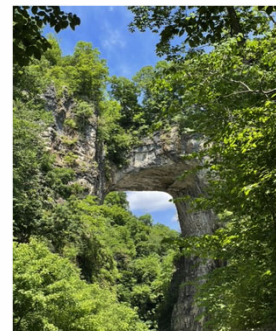
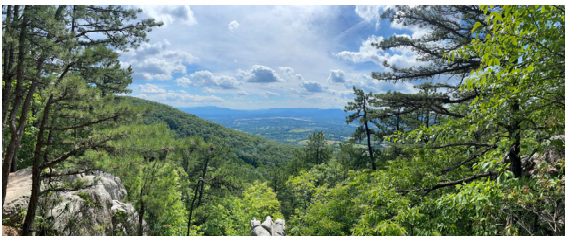
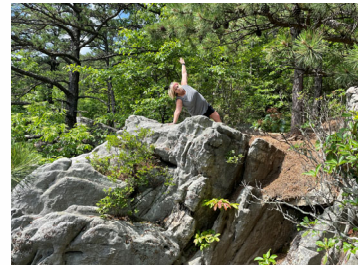
Vacations matter...

Time off matters...

Refueling matters...

Make time for what matters!

Schedule and protect your vacation for 2021.



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Vacation 411

If your work anniversary is 1/1/21 - 6/30/21, you are permitted to carryover greater than your allowed maximum until your work anniversary in 2022.

If your work anniversary is 7/1/21 or later, you have to use any vacation over your maximum by your work anniversary. If you fall into this category, you also need to be sure to submit the leave timely as well to avoid timing issues with payroll processing.



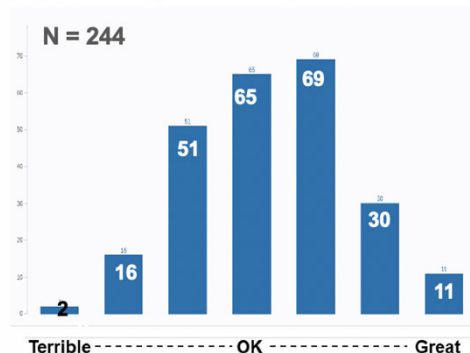
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Mini-Pulse Surveys

February Pulse Survey Results

No identifying information is being collected about people who complete this survey. Your participation is voluntary.



Ok to Great = 175 (72%)

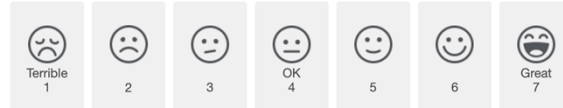
Less than OK = 69 (28%)

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Mini-Pulse Survey

Overall, how have you been feeling during this week?



No identifying information is being collected about people who complete this survey. Your participation is voluntary.

If you feel that you need assistance, please remember that, "As a benefits-eligible Ohio State faculty or staff member, you have access to the Ohio State Employee Assistance Program (EAP) that offers tools and resources to help address complex issues that can be affecting your mental and emotional well-being. EAP services are also available to benefits-eligible faculty and staff's immediate families, members of their household and parents and parents-in-law. The EAP works in partnership with IMPACT Solutions to offer 24/7 phone coverage and statewide access to confidential counseling."

For more information on the EAP program and services, email eap@osumc.edu, call (800) 678-6265, or visit the [IMPACT Solutions Employee Assistance & Work/Life Program](#) (username "buckeyes") to view expanded services.

June Pulse

<https://go.osu.edu/june21pulse>

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Return to Office: Survey Update

The Return-to-Office survey was launched on Friday morning, May 14 to 707 recipients.
We received well over 648 responses! Nearly 92% response rate!!!

The results will be used to:

- Identify similar concerns and/or needs that can inform current and ongoing approaches to Rto
- Aid in looking at evolving policies and approaches to supporting life/work balance
- Provide insight into the types of support and training needed/desired (e.g., managing stress, learning new technologies)

Just like the first survey, the RTO Survey results will be shared with everyone in both summary and raw data form with any possibilities of identification removed.

The summary for the aggregated quantitative data is available now at:

http://go.osu.edu/OSUE_RtOresults21

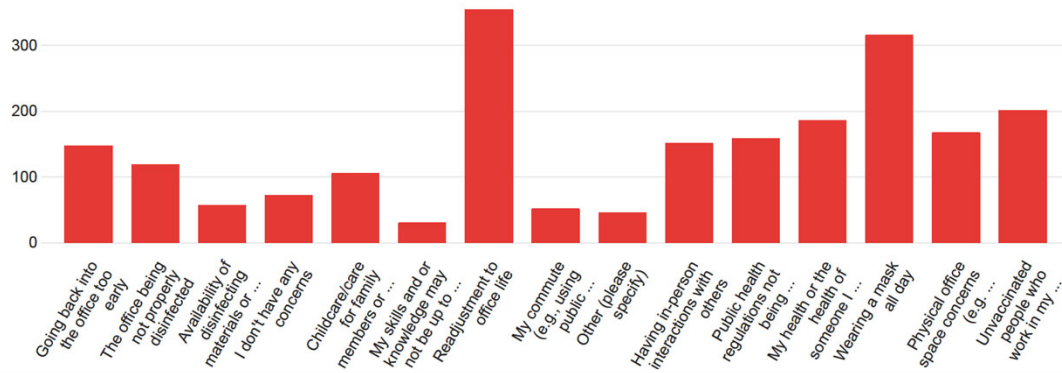
Thank you for participating!!!

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Return to Office: Survey Quick Peek

Q4 - What are your main concerns about coming back into the workplace? Please select all that apply. - Selected Choice

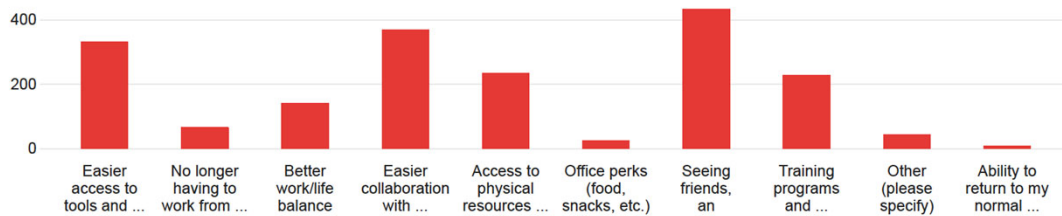


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Return to Office: Survey Quick Peek

Q7 - What are you looking forward to about returning to your workplace? Please select all that apply. - Selected Choice

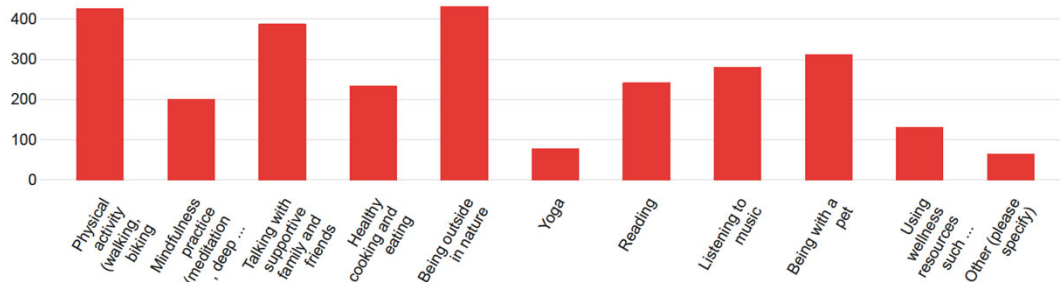


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Return to Office: Survey Quick Peek

Q35 - Describe the way(s) in which you are coping with stress during the pandemic. - Selected Choice



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Return to Office: Data Party

The Data Party to perform meaning making of the data is scheduled for July. Thank you to those who volunteered to participate in this service to our organization.

These are the names she has now. If you emailed her and are not on this list, email her again. If you did not respond initially, there is still time! We would like to have about 12 people!

- Christina Byrd
- Marianne Guthrie
- Courtney Wolfe
- Bridget Briton
- Susan Zies
- Sarah Carpenter
- Jennifer Lobb
- Faye Wilson
- Thallia Blight



If you are interested in this opportunity to data party with the LOD team, please send an email to Teresa McCoy (mccoy.860@osu.edu) no later than Friday, July 2.

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Annual Merit Compensation Process (AMCP)

- AMCP is underway at the college level. The merit pool is 3%
 - With the transition to workday there are several unknowns.
 - Promotions are included in the budget.
 - Reclassifications and equity requests are not a part of this year's process.
 - HR will allow a call for requests after September.
- There are no guarantees and no set timeline at this stage.

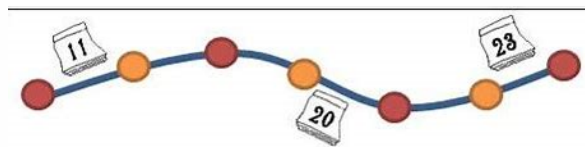
AMCP is a GO!!!

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AMCP Timeline

- Merit data due to HR by July 12 (In process)
- College level review July 13-14
- HR Consultants Workday entry period July 15-23
- Effective date of increases by September 1



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Strategic Approach to Our Future Organizational Review Timeline

2014 – 2020

- [VP Conversation on the Future](#) (2014-2015)
- [OSU Extension Strategic Plan](#) (2014-2019)
- [design EXI](#) (2017-2019)
- [Program Reviews](#) (2019-20)
- Road Shows (2019)
- Pulse Surveys (2019-2020)
- Task Forces (DEI, LifeWorks)

Organizational Review (Analyst)

Key data and themes aligned with the planning framework

- Program Reviews
- Five Year Urban Plan
- Last Annual Reports
- Pulse Survey and Road Show Data

Reviewed by
Extension
Cabinet and
followed up
with ELT work
session to
move to action

Pulse Surveys & Interviews

Timely input on critical issues

State and
Local Advisory
Committees
Guide vision and
priority development

Listening Sessions
Regional Visits
Clarity and Focus
Annual Conference

OSU Extension Investing in Impacts



Past

... COVID-19 Reflections & Transitions ...

Future

Strategy is the continuous co-aligning of the organization and its environment (Thompson, 1967).

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Extension Listening Sessions Clarity and Focus

Key Stakeholder Listening Sessions (Professional facilitation)

- Extension Leadership Team-- August 12 (on site)
- Extension (3 online) –
 - Aug 16, Aug 23, Aug 30 (select 2) + Sept 8 (Pre- or post- department/faculty meeting)



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CFAES**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)
- MGV (Pam)

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CFAES**Pulse Surveys and Interviews**

Timely input on critical issues

Key Stakeholder Conversations (1:1)

- Trainings – Aug 12 & Sept 13
- Interviews – Aug 13 – Sept 30
- Data to Consultant– Oct 1

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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

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CFAES**HR Update****Vaccination Reporting**

We need your help in planning public health measures for the fall. If you have been COVID-19 vaccinated, please share your vaccination information with the university through this [simple online form](#) so that you can be counted in our overall vaccination rate. We know that there are many vaccinated students, faculty and staff for whom we do not currently have data. We need to improve our reporting so that we have a more accurate sense of the true vaccination rate of the university community.

Sharing your status will allow us to further inform decision-making about public health guidelines for the fall and to better support underrepresented portions of our community. Individual information will not be shared with your managers. Even if individuals were vaccinated through the Ohio State Wexner Medical Center, please submit the information through this form so that it can be used in our public health response. Medical privacy requirements limit what MyChart data can be shared. As more of our community is vaccinated, we plan to continue to relax health mandates - but we need good data to make these decisions. FAQs and other information is available at safeandhealthy.osu.edu/vaccine.

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HR Update

Enrollment Window for Tuition Assistance Now Open 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](#).

To receive dependent tuition assistance, the student must have a Social Security number on file with their university student record. To add a Social Security number, use the [change of record form](#) on the Registrar's website. The university requires dual parent enrollment in dependent tuition assistance when both parents are eligible Ohio State employees. The process for verifying dependent eligibility for tuition assistance is pending review for implementation. Additional details will be shared as they are finalized.

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 or 614-247-myHR (6947).

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HR Update

Staff Career Development Grant applications accepted July 1-31

Planning your next professional development opportunity and need funding? Apply for a [Staff Career Development Grant](#). The grants, offered by the Office of Human Resources in partnership with the University Staff Advisory Committee, are a way for staff to further their professional development and one way the university adheres to its mission of creating and discovering knowledge to improve our communities.

Applications for the Staff Career Development Grants will be accepted from July 1 until July 31, 2021. Eligible staff can apply for funding for professional development opportunities occurring between September 2021 through April 2022. Awards will be provided as a reimbursement of up to \$1,250 for individuals, \$1,750 for groups of 2-10, and \$2,000 for groups of 11 or more. Please visit the [Gateway to Learning website](#) for eligibility requirements, scoring rubric, application instructions, a link to the application portal, and additional information. Webinars are also planned to help applicants through the application process and to answer any questions.

What you need to do:

- Share this information with staff members unit, and [print this flyer](#) and post it in common areas or distribute to staff.
- Learn more about the [Staff Career Development Grant](#).
- If you have questions, review the website FAQs or contact hr-staffgrant@osu.edu

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HR Update

Steps to Better Sleep Challenge

Physical activity has been proven to help you fall asleep more quickly and spend less time laying in bed awake, thus improving the quality of your sleep. This Your Plan for Health team walking challenge will uniquely combine step tracking with weekly tips for better sleep. Earn up to 2,500 points for participating in the challenge which runs July 5 – August 1. Log into the portal today to create or join a team and make this your best summer of steps and sleep yet!

What you need to do:

- [Share this challenge](#) with your department.
- Consider ways in which you can support your colleagues during this challenge – for example, help organize teams or schedule walking meetings (where possible)
- Contact yp4h@osu.edu if you have any questions.

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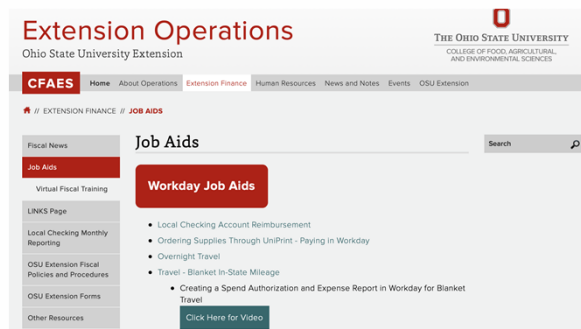
Overnight Travel Job Aid Now Available

Operations/Business of Extension

A job aid to assist with processing overnight travel requests is now available online. Multiple other job aids are also available online.

There are lots of job aids and news articles to supplement the university's administrative resource center (ARC).

If you have questions, contact your Operations team fiscal associate.



MINE Program: *Mentor. Impact. Network. Excel.*

Structure

- 1 Mentee assigned 2 mentors
- 1 program area/position type mentor
- 1 proximity/personality mentor
- **Big Five Personality** assessment used to facilitate matches

Support

- Annual training for mentors (May and October)
- Introduction module for mentees
- Quarterly Zoom drop-in for mentors and mentees
- Resources curated by common topics

Timeline

- May – training and assessment
- **June – matching period**
- August – formal launch
- Ongoing – new mentor/mentee assignments

Contact: Jared morrison.332@osu.edu or Amanda rysz.4@osu.edu

Support Staff and Extension Annual Conference Save the Dates

Support Staff Conference October 14-15 & 18-19 (two hours per day)

Extension Annual Conference December 7-9

David Horsager – Keynote Speaker and author of *Trusted Leader: 8 pillars that drive results*. Everybody should have received a copy of the book.

RFPs will be out in July

Ohio JCEP First-Timers Award Application Deadline Extended to August 1

The Scholarships, Grants, and Recognition Committee for the Ohio Joint Council of Extension Professionals recognizes the uncertainty of 2021. This includes limits on out-of-state travel, conferences not being held in-person, etc. Because of this, the committee has extended the deadline to apply for the first-timers awards (purpose to help fund members' first attendance at national association conferences). The committee also has determined that if you have previously attended a national Extension conference virtually, you are eligible to apply for the award to attend your first in-person conference. You may still only receive the award once. All full members of the association are eligible to apply.

Also, remember that the third round of Ohio JCEP professional development awards are due September 1. To apply for both awards, visit: <https://go.osu.edu/ojcepscholarship>.

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Ohio JCEP Professional Development Award Winners

Congratulations to the following individuals who were selected for an Ohio JCEP professional development award:

- Mark Badertscher, Montana sheep and ag study tour;
- Danielle Combs, experiential facilitation;
- Jami Dellifield 200-hour yoga instructor course; and
- Emily Marrison, financial credentialing.

The next round of Ohio JCEP professional development awards are due September 1. All full members of Ohio JCEP are eligible to apply for these awards. Don't miss out on support of your next professional development opportunity! Details and links to applications can be found at: <http://go.osu.edu/ojcepscholarship>. Please note we are in the process of transitioning the names of these from OJCEP PD Scholarships to OJCEP PD Awards.

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CFAES**Bragging Points**

For the past year or more 19 OSU Extension educators (FCS and CD) along with Caezilia Loibl- State Specialist Housing and Consumer Finance have been studying and preparing to sit for the HUD Housing exam to become HUD certified housing specialists. To date 8 have passed the exam.

OSU Extension and CSU Extension are partnering on a year long Vaccine Confidence project that represents a partnership between the Extension Foundation and the CDC.

20 of the 142 (nearly 15%) of the presentations at NACAA AM/PIC will be done by Ohio State University Extension Educators. <https://www.nacaa.com/ampic/2021/2021AMPICProgram.php>

OSU Extension was invited to author a State of the Families special issue for the *Journal of Marriage and Family Review* as the inaugural article for a special look at all 50 states.

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CFAES**Bragging Points**

We are pleased to announce the Regional NACAA Communications Awards Winners and National Finalists for 2021 from Ohio! Ohio had submissions in 11 of the 13 categories and 54 entries in the contest. Of these, five were Regional Winners and two are currently National Finalists.



AUDIO RECORDING	
Regional Winner	Amanda Douridas
PERSONAL COLUMN	
Regional Winner	Edwin M. Lentz
FEATURE STORY	
National Finalist	Timothy McDermott
FACT SHEET	
Regional Winner	Chris Zoller
PUBLICATION	
National Finalist	Edwin M. Lentz



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CFAES**Bragging Points**

ANR recently administered a talent survey to identify where our expertise is... here is a snapshot of the key areas of expertise for some of our ANR colleagues!

#	Answer	%	Count
1	Crop and Soil	28.19%	53
2	Farm Food and Enterprise Development	5.32%	10
3	Farm Management	11.70%	22
4	Forestry and Wildlife	4.79%	9
5	Health and Safety	7.45%	14
6	Horticulture	16.49%	31
7	Livestock and Poultry	19.15%	36
8	Urban	6.91%	13
	Total	100%	188

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CFAES**Personnel Update****New Hires**

				Effective Date
Timothy Byrne II	Resource Planning Analyst	Ag Admin	byrne.316	02/15/2021
Diane Johnson	Prog Assis	Wayne	johnson.9505	06/07/2021
Timothy Vargo	Technical Editor	4H Center	vargo.197	06/07/2021
Megan Zwick	Prog Assis	Washington	zwick.54	06/07/2021
Paige Petersen	Research Assoc 2-B/H	Wood	petersen.269	06/07/2021
Joseph Ringler	Educ ANR	Richland	ringler.16	06/07/2021
Shelby Larck	Prog Assis	Miami	larck.1	06/07/2021
Jennifer Little	Educ FCS	Hancock	little.18	06/07/2021
TyAnna Erford	Office Assoc	Paulding	erford.16	06/07/2021
Melissa Walters	Information Assis	Montgomery	walters.590	06/21/2021
Laura Dillion	Prog Assis	Clark	dillion.26	06/07/2021 previous SNAP PA
Tori Kirian	Educ 4H	Hancock	Kirian.31	06/07/2021 previous PA Hardin Co
Thallia Blight	Office Admin Assoc FCS	Campbell Hall	blight.3	06/07/2021 previous Fiscal Assoc

Retirements

Sherry Williams	Prog Asst SNAP	Pike	Williams.1703	07/31/2021
Patricia Brinkman	Educ FCS	Fayette	Brinkman.93	07/31/2021

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Personnel Update

Specialist Hires in Progress

- Corn & Emerging Crop Specialist
- Poultry Health and Production Specialist
- Swine Health and Production Specialist
- Food Safety, Selection and Management, Field Specialist
- Pharmacy/Extension Shared Position

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Department of Extension Faculty Meeting Today

June 30, 10:30-noon (via Zoom)

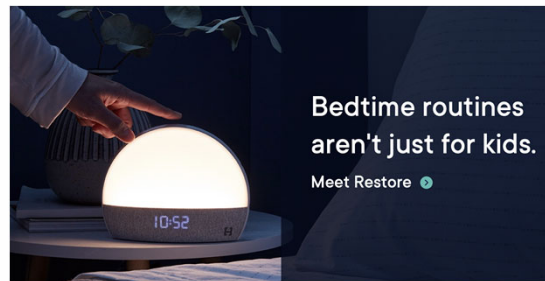
The agenda includes a visit from 10:30-11:00 with Helen Malone, Vice Provost Academic Policy and Faculty Resources, small group discussions of the department's Pattern of Administration, and a number of other exciting updates and news. We hope you are able to join us!

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July Sleep Challenge

Send your favorite routines for relaxing before bed and for getting a great night's rest and your average nightly hours of sleep for the month of July to ward.676 by August 1 and be entered into a raffle for 1 of 2 Restore Smart Sleep Assistants.



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Dog Days of Summer....



Take the time to enjoy!

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