



FEATURE Stories



Kim Griffin

UF/IFAS Extension
Suwannee County
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The Power of Honoring Your Commitments

Start off the new year by honoring your commitments. When you keep your word you send a message to yourself and others that you value, integrity, trust, reliability, respect, and self-worth. Here's how to put this into practice.

- Make sure that requests align with your priorities and goals. Learn when and how to respectfully decline requests - Read more on this in the article titled "The art of saying "no" on page 3.

- Limit your task list. This increases your chances for keeping commitments which increases your momentum.
- Keep commitments to yourself. The more you fulfill commitments to yourself, the more likely you are to fulfill commitments to others.

As you honor your commitments you will profoundly strengthen relationships, build trust, influence others and achieve your goals.

Dr. J Scott Angle, Vice President for Agriculture and Natural Resources UF/IFAS honors his commitment to visit Florida's county extension offices with multiple stops in the Northeast Extension district.

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January – March 2022

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ALACHUA, BAKER, BRADFORD, CITRUS, CLAY, COLUMBIA, DIXIE, DUVAL, GILCHRIST, HAMILTON, LAFAYETTE, LEVY, MADISON, NASSAU, SUWANNEE, TAYLOR, AND UNION COUNTIES

The Power of Honoring Your Commitments...continued from previous page



Left photo: L to R , Richard Terry - Madison County Farm Bureau President, Kevin Leslie, Jeffry Hamrick, Jennifer Williams, Jacinda Jesse, Beth Moore, Dr. Scott Angle, Lucile Day, Donnie Waldrep - Madison County Commissioner. **Right photo:** L to R, Hugh Hunter - stakeholder/farmer, Keith Wynn - Agricultural/Natural Resources Agent, Greg Hicks - Hamilton County Extension Director, Dr. Scott Angle - UF/IFAS VP, Sarah Petrella - Oak Grove Equine program director, Beth Kerr - 4-H/FCS Agent. (Madison and Hamilton County local governments have no mask requirements).



Left photo: Dr. Angle visits with Suwannee County Extension faculty, staff and volunteers. **Right photo:** Dr. Angle visits the North Florida Research & Education Center - Suwannee Valley and address participants at the 2021 Cover crop and soil health field day.



Left photo: Luke Harlow talks with Dr. Angle at the Union County Extension office. **Right photo:** Dr. Angle and Dr. Simonne visit with faculty, staff and stakeholders at Clay County Extension office.

***Thank you to all who provided images for this article: Chris Moran, Beth Moore, Beth Kerr, Amanda Law, Courtney Darling, Annie Wallau, and Luke Harlow.**



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Another Successful Lafayette County Farm Judging Contest

On October 8, 2021 the Lafayette County 4-H hosted its 26th Farm Judging contest. 146 members from 13 participating 4-H Clubs and FFA chapters were there to compete. The Farm Judging Contest has 2 parts: evaluation and identification. The first portion consisted of evaluating animals and commodities. The classes were: market beef, market heifers, laying hens, breeding gilts, market barrows, corn, tobacco, hay, peanuts, and silage. After the evaluation portion, there was an identification portion where participants had to correctly identify weed species, insect species, tools, weeds, and they also took a written test that focused on general agricultural knowledge.

This contest is a great opportunity for surrounding counties to come together for the youth to meet and interact and is simultaneously a learning experience. Understanding



Lafayette County farm judging team.

the demands in the livestock market as well as realizing the quality standard expected of livestock and commodities is valuable to youth who are all consumers but may possibly become industry leaders in the future as well. The identification portion allows for the competing members to be aware of weeds that could be a hazard, tools that are useful in agriculture, insects that are important to ecosystem health, and allows them to learn information that is generally important in agriculture and policy making.

After the contest was over, the Lafayette County Commissioners provided lunch for all the participants and volunteers. The Lafayette County Extension office is very thankful for the opportunity to host this event and is so impressed by the comradery of the adults and youth alike. We always want to be able to take advantage of any chance to educate youth about agriculture!

From the DISTRICT DIRECTOR



Eric Simonne
UF/IFAS Extension
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and **Kelsey Irvine**
UF/IFAS Extension Nassau County
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The art of saying “No”

One of the great philosophers named Captain Jack Sparrow is often quoted to say, “to err

is human, to err is pirate”, “the problem is not the problem; it is your attitude about the problem”, or “the code is more what you’d call guidelines than actual rules”. He is also quoted as “I am disinclined to acquiesce your request (this means “no”)”. This little two-letter word is so hard to pronounce in Extension. “Yes” feels much better, no?! How can we say “no” to an idea without rejecting the messenger or affecting the parties around the “no”? or making the “no” sound permanent? If you can remember the quote above, use it. Otherwise, see a well-crafted e-mail from one of our agents:

Dear John;

I have thought very long and hard about your request and I’m sorry that I have to say “not right now”. I want to make sure that when I can help this committee I have enough time to dedicate to reviewing and truly be of service to the other agents. This is an incredibly important time in their extension journey and they deserve a committed reviewer. My upcoming year is a bit too full, however, I am very happy to serve at another time. I am honored to have been suggested and looking forward to helping later on in my career.

Thank you,

continued on next page

The art of saying “No”...continued from previous page

Yes, “not right now” is the answer!

Other suggestions for saying “no” – For entertainment purposes only.

- I’m not able to make it this week/month/year/decade.
- Bandwidth is low, so I won’t be able to make it work....hello...hello...you are breaking up.
- My body double can. Good luck with him/her!
- My advisors won’t agree to it.
- I’m not the person you’re looking for.



UF RESOURCES



Eric Simonne

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Need a (legal) picture?

Agents are welcome to use the UF/IFAS Communications photo database at photos.ifas.ufl.edu. Sign in with your gatorlink account and voila! You can search based on key words. (Yes, sometimes, it is THAT simple) Don’t forget to look at the “hamburger bun” icon for additional tools and help. The photos

contained in this database are University of Florida property. University of Florida employees and students are allowed to use these photos in connection with their job duties and studies, respectively. The University of Florida prohibits commercial use of the photos, including but not limited to promotion of goods and/or services and reproduction of the photos for sale.

IVONNE’S Minute



Ivonne L. Black

UF/IFAS Extension
Northeast District
Administrative
Specialist II

Trainings – Keep Them Coming!

I know that the last thing we want to think about is more training; however, some of these trainings are mandatory. Below you will find a list of mandatory and strongly encouraged trainings.

Mandatory trainings:

- KOG100 – At-Risk for Faculty & Staff Kognito Training
- GET803 – Maintaining a Safe & Respectful Campus
- OOC101 – Compliance & Ethics: Doing your part for the Gator Good

Strongly encouraged trainings:

- ITT102 – Protecting UF: Information Security Training
- PRV800 – HIPAA & Privacy – General Awareness
- PRV802 – FERPA Basics
- GET807 – The Law & Accommodating All Abilities
- RJE101 – Managing Bias

Please keep in mind that these trainings have an expiration date and will need to be renewed, usually every two years.

Below you will find the training you will need to take if you will be serving on a faculty search committee:

- PVO800 – Faculty Search Committee Tutorial

This training does have an expiration date and will require to be updated every two years.

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Trainings – Keep Them Coming!...continued from previous page

Below you will find the trainings you will need to take if you will be working on grants:

- RSH220 – Effort Fundamentals
- RSH260 – Cost Principles

All of these trainings and many others can be found at: <https://mytraining.hr.ufl.edu/>. A tutorial on how to use myTraining can be found here: <https://training.hr.ufl.edu/resources/mytraining/tutorial/mytraining.html>.

Please contact Training and Organization Development at 352-392-4626 or training@ufl.edu with any questions you may have.

How Does the UNIVERSITY OF FLORIDA Work?



Eric Simonne
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How long do you need to keep UF records?

“I clean my records when I think about it” is not the answer! Each custodian of every type of record (physical or electronic) MUST keep his/her records for the official period set. Auditors will expect to see the records for that period of time. The link to

the official UF retention schedule for different types of records is: https://records.uflib.ufl.edu/wordpress/files/2020/08/UF-General-Schedule_08072020.pdf This document was developed and is updated by the UF libraries. Type of record is entered in alphabetical order and each entry includes what the record should contain.

Are you smart enough to protect your sensitive information?

A distant relative in a remote country wants to give you \$10 million. You just need to provide your social security number, a bank account, and your password. Sounds familiar? Some

phishing scams are easy to detect. Others are sophisticated and hard to identify. Have a look at the short videos below provided by UF IT.

Share with those who work with you, your volunteers and your 4-H ers.

- Would You Give Up Your UF Password for \$1? youtu.be/xJKo4-qUXHo
- Secure the Swamp! Recognizing Phishing Emails! youtu.be/68_xUaO9EE0
- Adding a Device to your Multi-Factor Profile: youtu.be/1S1y4FzWUZo

SUCCESS Stories



Jessica Altum
UF/IFAS Extension
Gilchrist County
4-H Agent

University of Florida Friend of 4-H Award presented to Citrus County 4-H Foundation Directors

Each year, the University of Florida's (UF) 4-H youth development program recognizes outstanding individuals who benefited 4-H youth programs. The Citrus County 4-H Foundation

directors received this award at the annual Extension Professional Associations of Florida (EPAF) conference in September.

Founded in 1986, the mission of the Foundation directors is to support Citrus County 4-H programs. They devote countless hours and much sweat equity to developing financial resources to provide educational opportunities for youth in our community. As advocates for the UF Institute of Food and Agricultural Sciences (UF/IFAS) Extension, they dedicate energy to the ideals and financial sustainability of the Citrus County 4-H program.

The current volunteer Foundation directors are Hal Porter, President; Wayne Sessa, Vice-President; Bob Iverson, Treasurer; Andy

Hunnicut, Secretary; Marlene Law, Rodeo Chairwomen; Lisa Gray, member; Burt Stevens, member; Tony Wiesen, member; Cindy Connolly, member; Carrie Landry, member; and David Tomczak, member. While not named here, the investment of past foundation directors contributed directly to the success of the 4-H program today.

Early on, the directors raised money by organizing banquets and silent auctions. This changed in 1995, with a mission to “Make the Best Better”. That year, the Foundation planned and produced the 1st Citrus Stampede Rodeo. Current Foundation president Hal Porter said, “We had a dream, then... to raise \$100,000 for our county 4-H

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PROFESSIONAL Development



Samara Purvis

UF/IFAS Extension
Bradford County
CED/4-H Agent

Reflections of LEAD IFAS - Cohort 13

We all, I am sure, have the mindset that we are the greatest leaders, we were born or made this way. I am not here to agree or disagree with that. I am here to share with you an experience that can level up your leadership abilities. Earlier this year I received the announcement of being accepted into LEAD IFAS Cohort 13. For the next several months I would experience in three sessions what I would consider one of the best leadership mentoring/ learning experiences I have had the pleasure to be engaged in. I will share tidbits from each session and why becoming a part of this experience is invaluable.

There are several quotes that I live by one of those being "Know Those Whom You Labor Amongst." In the first session of LEAD the opening activity "Me in a Minute" allowed each participant an opportunity to introduce themselves. This icebreaker was one of the best I have participated in. Executed via PowerPoint everyone posted pictures that represented who they are. It allowed each of us to have a laugh but really get to know each other on a more personal level. Session one paired completing assessments such as KAI which measures one's style of problem solving and creativity and Clifton Strengths which measures strengths and how to build those strengths. These tools paired with leadership practices and insights left me constantly thinking about my current leadership style and the impact it had on my team. Sometimes the biggest breakdown in leadership is not communication at all, it is failing to understand how one's style is perceived in the environment and learning how to harness the style of those who follow to create harmony.

Session two's theme for me was "Generations of Knowledge." Generational differences have an impact on leadership style and reaction. Session two explores conflict resolution, time was spent exploring the dysfunctions of a team. It was insightful to learn how dysfunction can happen to create negative morale but there is a solution that leadership can harness in building a team. Leaders who can lead can motivate their team to high performance. Let us face it, even leaders must be humble enough to admit when something is broken to gain the trust of the team to build it back up. Want to learn more? Join the next cohort.

My theme for session three was "Put Me in The Game Coach!" All the jewels of knowledge, presentations from guests, spending time with mentors (thanks so much BJ Jarvis), realizing that failure is not everything you think it is (it really is not) has led to a collaborative process that really brings everything together in a sense. It is a part of what we as leaders do to facilitate other's growth. Leaders look at where we are, where we want to go and the

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LEAD IFAS NEED Graduates

Cohort	First	Last	Title
1	Bill	Brown	Alachua County Agriculture Extension Agent and County Director (Retired)
3	Katherine	Allen	Suwannee County FCS Extension Agent
3	Diann	Douglas	Madison County FCS Extension Agent and Director (Retired)
3	Edward	Jennings	Levy County Agriculture Extension Agent and County Director
7	Basil	Bactawar	Fmr. Union County Agriculture Extension Agent and County Director
7	Stephanie	Toelle	Duval County FCS Extension Agent and Director
8	Amy	Morie	Fmr. Clay County Horticulture Agent
8	Andy	Toelle	Northeast District 4-H RSA
9	Erin	Harlow	Columbia County Horticulture Agent II
9	Cindy	Sanders	Alachua County Agriculture Extension Agent and County Director
10	Heather	Janney	Columbia County 4-H Extension Agent and Director
10	Debbie	Nistler	Fmr. Bradford County 4-H Agent and Director
10	Natasha	Parks	Duval County FCS Agent
10	Annie	Sheldon	Clay County FCS Agent and Director
12	Shaina	Spann	Baker County 4-H Agent
13	Samara	Purvis	Bradford County 4-H Agent and Director

Reflections of LEAD IFAS - Cohort 13...continued from previous page

strategies on how to get there individually and as a team. The concept of leadership I believe will always remain the same, credibility is the foundation, leaders make a difference, know your values, and focus on the future. It all comes together so eloquently.

The experience on LEAD IFAS Cohort 13 will be lasting. It has left me with a desire and ability to transform my beforehand thought and style of leadership into one that focuses on a commitment to continually strengthen an authentic leadership style. I would highly recommend LEAD IFAS to those considering an opportunity to challenge and strengthen their current leadership abilities. I would also like to take a moment and thank Brian Meyers and his team for leading the charge in facilitating LEAD IFAS.



Samara Purvis receives LEAD IFAS certificate of completion from Dr. Angle.



Beth Kerr

UF/IFAS Extension
Hamilton County
4-H & Family and
Consumer Sciences
Agent

Ten Ways to Have a Better Conversation

Inspired by the following TED talk: Embrace the Near Win by Sarah Lewis, author, art historian & assistant professor at Harvard

What is the difference between success and mastery? Sarah Lewis emphasizes the *gift of the near win* in her TED talk, Embrace the Near Win. While success may be hitting the bullseye of a target, mastery knows it means

TED RADIO HOUR

nothing if you cannot do it again.....and again.

The *near win* can challenge us in ways that success may not. It may motivate us to strive to accomplish a level of mastery that we may not have achieved with an easy "win" or success.

Mastery and success are not the same. Success occurs in a moment of time; a single event or label others confer to you for a specific accomplishment. Mastery is not simply commitment, but it is a pursuit; a constant reaching for improvement as you acknowledge the gap between where you are and where you desire to be.

There are many applications for the motivational message in this TED talk. Encouraging

our 4-H'ers, our own sons and daughters, our co-workers, and equally importantly, ourselves. This message is not simply the inspiration to "try again." The power is in the encouragement to desire mastery, not success; to sacrifice for the sake of our craft and not for simply crafting a career.

Lewis reminded the audience of Michelangelo's prayer, "Lord, Grant that I desire more than I can accomplish." Pursuit of mastery is an ever, forward march where we thrive because we still have more to do, more to accomplish. The *near win* propels us to focus. "The Mastery is in the reaching, rather than an arriving."

Don't underestimate the *near win*.

<https://www.ted.com/talks/sarah-lewis-embrace-the-near-win/transcript>

Let's Meet Some Staff: IN OUR DISTRICT



Christine Bachman

Receptionist/Office
Assistant, UF/IFAS
Extension Clay County

Christine Bachman has been the Receptionist/Office Assistant at Clay County for 4 months. Christine moved to Clay County in 2003 when her husband retired after serving 24 years in the US Navy. Christine had worked at the Clay County Library in Fleming Island for

17 years before moving to the Extension office. In her spare time Christine enjoys playing with her 2 dogs, Roxi and Betty, playing tennis and knitting.

program.” The Foundation has surpassed their initial goal with this annual tradition.

This year celebrates the 25th Annual Citrus Stampede Rodeo. The Rodeo will be held Friday, November 19 and Saturday, November 20, 2021 at the Citrus County Fairgrounds (3600 S Florida Ave, Inverness, FL 34450).

The Foundation’s ongoing commitment supports the 4-H program. Funds are used in 4-H Public Speaking, classroom STEM programs,

and 4-H Club work in small group settings. The outcome? Growing the next generation of community leaders through experiential projects and youth-adult partnerships that develop citizenship, leadership, and responsibility. Raising money for the local 4-H program leverages the benefits to the larger community.

The Foundation seeks to build confident youth that see themselves as active participants in the future. They support youth in

opportunities for self-determination by funding 4-H graduating seniors with scholarships. The scholarship recipients may attend two-year or four-year colleges or trade/technical schools. Since 2000, sixty-four 4-H Alumni realized their goals for a brighter future through education. Together, students received over \$100,000 in scholarships. These scholarships reflect the commitment of the Foundation to the futures of Citrus County youth.

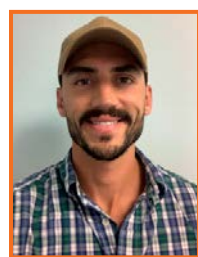
Let’s Meet Some Agents: IN OUR DISTRICT



Heather Janney
UF/IFAS Extension
Columbia County
CED/4-H Agent

care technician, pest control branch manager and water quality coordinator. He moved to Florida to pursue opportunities in one of the fastest growing cities in the American South, Jacksonville, where he worked as a soil biologist for a nonprofit farm. David is excited about the work that he gets to do in Nassau County contributing to the land-grant mission, serving and making an impact in the community. As a Natural Resources and Agriculture Extension Agent in Nassau County, David looks forward to continuing the county leadership program and developing new youth and adult programs that will build capacity and foster a healthy and vibrant county. In his free time, David enjoys playing and making music.

a specialization in Ecology, Evolution and Conservation Biology, investigating micro-propagation methods of breadfruit cultivars. This was followed by a doctorate in Natural Resources & Environmental Management, researching the development of a native plant agroforestry system. Dr. Nazario-Leary began working in Extension as an urban horticulture agent for the University of Hawai‘i in Maui County where she coordinated the Master Gardener Volunteer program, directed urban gardening initiatives, and supported the county’s floriculture industry. After 20 years in Hawai‘i, she moved with her family to Gainesville, Florida and in early 2020, was hired as a science education and training specialist for the Center for Precollegiate Education & Training at the University of Florida where she had the opportunity to develop and deliver a virtual climate change resiliency summer youth program. Dr. Nazario-Leary is excited to be back in Extension and looks forward to combining her extension experience with her passion for communicating science-based information and engaging with the community to affect positive change.

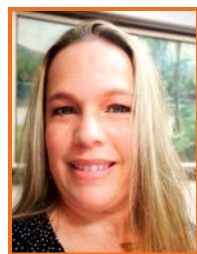


David Hebert

Natural Resources and
Agriculture Agent I,
UF/IFAS Extension
Nassau County

David is originally
from Albuquerque,

New Mexico. He grew up helping his parents landscape and began working at a plant nursery at nineteen years old. He went on to pursue his Bachelor’s degree of Agriculture in Agronomy at New Mexico State University. While in college, David was a part of the horticulture club and did an internship as a crop consultant for company out of Dodge City, KS. He was invited to do graduate studies in plant pathology and earned his Master of Science in Agricultural Biology after studying the effects that commercially-available microbial products have on preventing damping off in chile pepper. After college, David worked as an arboricultural researcher, plant health

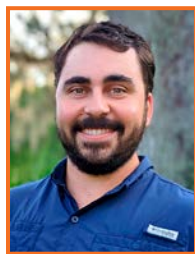


Dr. Cynthia Nazario-Leary is the
University of Florida,
Institute of Food and
Agricultural Sciences,
Environmental
Horticulture Extension
Agent for Alachua
County. She received

her B.S. in Landscape Contracting from The Pennsylvania State University. An interest in tropical ecosystems and ethnobotany led her to pursue a M.S. in Horticulture from the University of Hawai‘i at Mānoa, with

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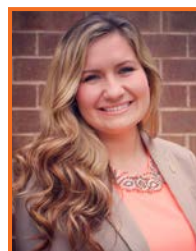
Let's Meet Some Agents...continued from previous page



Caetano Sales is the Agriculture and Natural Resources Agent in Citrus County. He is originally from Berkeley, California, and at the age of 6, he had a big change as his family moved to Brazil.

He graduated from Sao Paulo State University in Brazil in 2020 with a Bachelor of Science in Agronomy and returned to the US. He started at the Range Cattle Research and Education Center as an intern in the weed science program with Dr. Brent Sellers. By the end of his internship, Dr. Sellers offered a position to Caetano as a Graduate Research Assistant to continue his academic studies and pursue a Masters' degree in weed science. During his time at the center, Caetano could assist with other studies in the weed science program. He helped with Dr. Sellers' other student, Clay Cooper, experiments in Citrus County, looking at management strategies for controlling brunswickgrass. Also known as brown seed paspalum, a problematic weed for livestock producers of the area. Working with research in Citrus County had an impact on Caetano. Seeing how the role of an Extension Agent can make an impact not only in agriculture but,

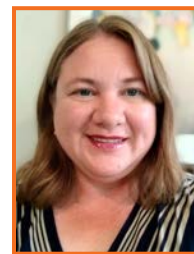
more importantly, in the community, Caetano decided to seek a career in extension. Caetano is excited to get started and is looking forward to meeting producers and stakeholders within Citrus County.



Lizzie Whitehead

I am the Livestock Agent in Bradford County. I am originally from Manatee County, Florida. I received my bachelor's from UF in Animal Science and

my master's from UGA in Agricultural and Environmental Education. My husband and I run a cow/calf operation where we raise high quality progeny for 4-H and FFA members to be able to show steers and heifers across the state of Florida. I also judge livestock shows across the southeast and help with livestock judging clinics/contest in surrounding counties. I have had a lot of experience in the cattle and swine industry. I look forward to working with my local ranchers and agriculturalists in Bradford County. I also plan to work with the youth and teach them how to judge livestock. I can't wait to make an impact in Bradford County!



Hi! I'm **Tonya Ashworth**. I'm the new Environmental Horticulture and Master Gardener Coordinator Agent in Duval County. I hold a horticulture degree from Mississippi State

University and an MBA from the University of Memphis. My husband, daughter, and I moved to Jacksonville from Memphis about 18 months ago and have been adjusting to our new Florida lifestyle. I was very excited to be hired as an agent because I have previous experience as an Extension agent in Tennessee where I did Master Gardener and 4-H programming. It is great to be working with wonderful volunteers and Extension professionals again. Duval County is very different from the rural Tennessee county where I served before. We have over a million people, many of whom live in HOA's and have a totally different set of priorities for their landscapes. Also, Duval County touches ocean on one side and has the St. John's River flowing through the center of it. This makes educating the public on water quality and conservation a crucial part of what I and our 215 Master Gardener Volunteers will be working on in the future.

Northeast District IDEA

Northeast IDEA Website Goes Live!

Ashley Johnston

Family and Consumer Sciences Agent
UF/IFAS Extension Duval County
johnstona@ufl.edu

As we step into 2022, your Northeast IDEA Committee is pleased to present you with a new useful online resource to explore. This inclusive website endeavor was lead by D'Alicia Straughter in partnership with

Natasha Parks and myself. Ultimately, we wanted to create a district-based online Safe Space to report IDEA issues, conflicts, experiences, and to measure overall IDEA climate, as well. This information is collected in a survey, which is anonymous, unless you choose to enter your contact information, or would like help formally reporting incidents or reaching out to UF Employee Relations. The survey also includes information on how to formally file a report/reach out yourself (which can also be done anonymously). Visit

our website at: <https://sites.google.com/ufl.edu/NEDistrictIDEA>. We'd love to hear your suggestions and feedback, such as what you would like to see covered, as well as what can be improved upon. As always, if you'd like to know more, or are interested in joining the committee, drop D'Alicia Straughter a line at dalicia1203@ufl.edu.

In other IDEA news, you may recall our last issue explained the evolution of the Statewide Extension Webinar Series Planning

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Alachua County Extension celebrates the opening of their new building with a ribbon cutting ceremony



Alachua County Extension ribbon cutting ceremony with UF president, UF/IFAS Dean and Director for Extension, Alachua County Extension Director, faculty and volunteers.



Left photo: L to R, Dr. Kent Fuchs – UF President, Dr. Cindy Sanders – Alachua County Extension Director, and Dr. Andra Johnson, UF/IFAS Dean and Director for Extension. **Right photo:** Martha Maddox – Alachua County Extension FCS Agent welcome Dr. Johnson and Dr. Fuchs.

Northeast IDEA Website Goes Live!...continued from page 9

Committee. As a refresher, these one-hour webinars will include a variety of interesting IDEA topics. The series is slated to kick off on January 20th, with Autism After 21 guest speaker Michelle Rubin. Stay in the know: the remaining tentative schedule for 2022 is posted to the right.

If you have questions, suggestions, or know someone (including yourself!) who is interested in being a guest speaker in future statewide webinars, please reach out to your NE District Reps, Ashley Johnston (johnstona@ufl.edu) or Tyler Pittman (pittmanh1@ufl.edu).

Date	Topic
Jan 20	Autism after 21
Feb 17	Engaging Cultural Differences
March 17	Racial Wealth Gap Simulation
Apr 21	Engaging Diverse Audiences to Develop & Maintain Inclusive, Relevant Extension Programs with Impact
May 19	Moral Foundations
June 16	Conflict Resolution
Aug 18	UF Mindfulness Institute - Stress Management
Sep 15	Gender Identity and Inclusion
Oct 20	Equitable Technology Access in America
Nov 17	Systems Thinking Approaches to Extension Program Development

Keeping YOU INFORMED

Workload

Workload reporting is used in our state to request additional funding for UF/IFAS each year. Workload reports are due Friday, January 14, 2022. For more information on workload click this link <https://pdec.ifas.ufl.edu/workload/>

NEED Promotion/Permanent Status workshop

This is our annual promo/PS meeting. Designed for new agents, mid-career candidates, and promo/ps candidates. All faculty are welcome.

January 20, 2022 | 9:00 a.m. – 3:30 p.m.
 UF/IFAS Extension Union County
 15120 SW 84th Street
 Lake Butler, FL 32054-1701
 (386) 496-2321
 Pre-registration required

COVID-19 response

Resources:

- UF Health Testing Information: <https://ufhealth.org/covid-19-test/locations>
- UF COVID-19 Vaccine Scheduling Information: <https://one.ufl.edu/https://coronavirus.ufhealth.org/vaccinations/vaccine-availability/>
- UF Health Vaccination Information: <https://coronavirus.ufhealth.org/vaccinations/vaccine-availability/>
- UF COVID-19 Information: <https://coronavirus.ufl.edu/>
- UF Health COVID-19 Information: <https://coronavirus.ufhealth.org/>
- UF Student Health Care Center: <https://shcc.ufl.edu/>

"I hope that in this year to come, you make mistakes. Because if you are making mistakes, then you are making new things, trying new things, learning, living, pushing yourself, changing yourself, changing your world. You're doing things you've never done before, and more importantly, you're doing something." —Neil Gaiman

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