



Comings & Goings

FROM THE OFFICE OF THE DEAN FOR EXTENSION

Dean's Notes and Quotes

National and State Extension Updates

The National Extension Directors meeting was held this past week, and, as you can imagine, there are many things that are happening on the national Extension scene. Extension across the country is in a time of transition when it comes to funding, impacts, programming, collaborations, effectively reaching traditional and non-traditional audiences, and many others.

Extension is now in a time when we need to position ourselves for the future in order to be the most responsive, reliable and relevant to the people we serve across the state. As a result, there are a number of key items that I want to share with you. Many of these are points from the national meeting noting relevance for UF/IFAS Extension.

Federal budget. On March 27, Dr. Payne sent an email about the latest developments related to our Federal budget, and this included the latest information. Sequestration will have an effect upon our capacity and competitive Federal funding. We are preparing for a cut of about 7.2%; however, Congress still needs to take action on this. Once they do, then we will know more about the effects it will have directly on UF/IFAS Extension.

Nationally, our main message to our Congressional members is that we need to restore our funding back to at least the FY'12 levels. This will be the core message that our PILD delegation will be taking to the Hill when they make their visits in mid-April. If you have opportunities to share this message with Congressional members, staffers, key stakeholders, etc. I'd encourage you to do so.

March 2013

Table of Contents

Dean's Notes and Quotes	1
Deadlines & Events	3
JOE	3
Just A.S.K. 4-H	4
Fruits of Urban Gardening	4
Custom Hort Training	5
Rain Barrel Bonanza	6
From Stem to Stern II	6
Fabulous Foods	7
Using Adobe Connect	7
UF/IFAS Ext Joins Alliance	9
PIE Seminar	9
New Hire/Retirement/etc	10

National Communication efforts. Nationally, Extension Directors are working with a firm called kglobal that is providing impactful and focused messages to Congressional members and key stakeholders. The overall goal of this effort is to educate about the value and worth of our national Extension and Research efforts. These impacts are solicited from each state, so it is critical that we are doing what we can to represent UF/IFAS Extension. Our objective is to pull these from our year-end reports along with impact statements that occur through the year. Dr. Ruth Borger is our point-person for this effort, so if you have impact statements that would resonate at the national level, be sure to let her know. You can also track these statements and efforts via the “*Ag is America*” Facebook page and Twitter feed.

ECOP (Extension Committee on Organization and Policy) has appointed a task force that is working on developing a MOU (Memorandum of Understanding) between ECOP, USDA-NIFA 4-H Headquarters and National 4-H Council. The overall goal is to strengthen communication and collaboration between these three legs of the national 4-H stool.

ECOP also has an active task force working on Health which encompasses Health broadly. Nationally, we are recognizing that health is one of the major vexing issues that Extension needs to give attention to. A public that is much more literate and educated about health will have significant positive impact at the state and national level. Dr. Michelle Rogers, University of Delaware is leading this effort, and she will be sharing further information on this in the very near future. So stay tuned for this.

State-County Partnerships. Efforts are underway to strengthen communication and connections between Extension and County Government at the State level. Here in Florida, we have a very strong relationship with the Florida Association of Counties. At this point we provide educational programming to newly elected local officials along with an advanced training program. Efforts are underway to ensure that Extension is weaved into

the fabric of County Government at both the state and local level.

Urban programming. Many of you have heard me speak about the need for UF/IFAS Extension to be more purposeful in relation to connecting with urban clientele. Extension has the obligation to extend the Land Grant University research and knowledge to people across the state which includes traditional and nontraditional audiences. Many of our programs have relevance for rural, suburban and urban clientele. Some examples that come to mind are: Food Systems programs which encompass everything from production, harvesting, handling, marketing, food preparation, and nutrition (in other words: Farm-to-Fork); Water issues, Horticulture, Youth Development, Nutrition & Obesity, Financial Literacy, Health, etc. This is an area that we need to purposefully address in order to be the most relevant to the people of our state that cut across very rural to highly urban demographics.

Related to Urban programming, I want to draw your attention to the upcoming Urban Extension Conference. This is a great conference for those of you who are conducting and/or interested in urban Extension work. The conference is an excellent venue to learn about best practices for strong urban programming. This year the conference is being hosted by Kansas State University at Overland Park, KS. The dates are May 6-9 and further information about the conference is available at: <http://www.dce.k-state.edu/conf/urban-extension/>. The Urban Extension Conference is held every two years, and it is likely that the 2015 Conference will be hosted by the University of Georgia in Atlanta.

2013 Galaxy Conference. The Galaxy Conference is a major national effort that brings together all of our Extension Associations for professional and organizational development. This combined conference is held every five years, and this year it will be held in Pittsburgh, PA from September 16-20. Many states are planning on strong participation, and this is something I would encourage you to consider. More information on

the Galaxy Conference is available at: <http://www.galaxy-2013.org/>.

Senior Associate Dean Search Committee

Thank you to everyone who got back with us about interest in serving on the Senior Associate Dean Search Committee. Dr. Ed Osborne has graciously agreed to serve as Chair. Other committee members are: Jim Fletcher, Anita Neal, Bryan Fluech, Liz Felter, Cindy Higgins, Marjorie Moore, Vonda Richardson, Tim Momol and Keith Diem. The Search Committee will be holding their initial meeting in the very near future. Soon thereafter the position will be announced, so stay tuned.....

Quote to live by:

"If you deliberately plan on being less than you are capable of being, then I warn you that you'll be unhappy for the rest of your life." Abraham Maslow

Best regards,
Dr. Nick Place

Deadlines & Events

April 13, 2013 - College of Veterinary Medicine Open House <http://www.vetmed.ufl.edu/2013/02/11/cvm-open-house-2/>

April 30-May 2, 2013 - UF/IFAS Extension Initiative 3 - Enhancing and Conserving Florida's Natural Resources and Environmental Quality <http://www.certain.com/system/profile/form/index.cfm?PKformID=0x14744779a81>

May 1, 2013 - Citizen of the Year nominations (<http://www.bobgrahamcenter.ufl.edu/2013-bob-graham-center-citizen-year>)

May 6-9, 2013 - FCS Summit (<http://fyics.ifas.ufl.edu/>)

August 26-30, 2013 - Extension Professional Associates of Florida (EPAF) Conference at the Sawgrass Marriott Golf Resort & Spa in Ponte Vedra Beach, FL (<http://epaf.ifas.ufl.edu>)

Divide and Conquer Extension Scholarship: Are You a Part of a Highly Functioning Team?

"Teamwork is the fuel that allows common people to attain uncommon results." -*Andrew Carnegie*

Extension has an incredible potential to form highly functioning teams that can move the organization forward in a positive and productive manner. This potential applies to providing evidence of scholarship such as publishing. Have you ever considered forming a scholarship team to conduct research and write journal articles? If not, why not? If you have, is the group of people that you work with truly a team? What benefits are there to being a member of a highly functioning scholarship team?

Teams are broadly defined as a group of people coming together to achieve a goal. One of the requirements of teamwork is the mutual dependency of team members as they follow through on joint responsibilities, work through conflict, commit to each other and to the goal, communicate effectively, and put the needs of the team before individual needs.

In Patrick Lencioni's iconic book on teamwork, *The Five Dysfunctions of a Team*, five elements are outlined that are necessary for highly functioning teams. These are: trust, ability to successfully engage in conflict, commitment to each other and the team, accountability, and focusing on collective results. You can apply these elements of highly functioning teams to the concept of collaborative scholarship in the following ways.

Work with individuals you trust. You must trust your teammates in scholarship to provide you with honest but constructive feedback on your ideas and your writing, meet deadlines, provide help when needed, and conduct research in an ethical manner. Trust is the foundation on which successful teams are built.

Embrace conflict as a process where good products become great. Team members often have different ideas about the direction for an article or what information needs to be

presented. Conflict that is addressed maturely within the team will result in an improved final product and a team that is better able to solve problems in the future.

Develop a clear goal for the article your team wants to write. Why do you want to publish the article and for what audience? When everyone understands what the goal is and why, it is much easier for team members to commit to move confidently ahead.

Establish critical deadlines for your team to make the progress on the article and hold each other accountable to meet those deadlines. Holding each other accountable to high standards will inspire people to improve and establish respect among the team.

Believe that your article will be accepted! Your team should share in this belief and not be willing to accept any other alternative. This mindset will help your team move forward when encountering setbacks, such as negative reviews, and commit to overcome them so that your ultimate goal is realized.

When building scholarship teams within IFAS Extension, remember these elements. If one or more are missing, spend the time to work through the issues. While it may be uncomfortable and take time, the benefits in the end will be well worth it!

Dr. Hannah Carter & Dr. Amy Harder, Ag Ed and Communication

Just A.S.K. 4-H: Reaching all needs

The Madison Autism Parents (MAP) support group for parents with autistic and special needs youth began meeting at the UF/IFAS Extension office in Madison county in late summer of 2012. The parent who founded this organization allowed her autistic son to attend one of the Madison 4-H Day Camps and due to this experience sought out a working relationship with me in order to develop a 4-H Club that would specialize in meeting the specific needs of special needs youth. She was so

impressed with the resources available through Florida 4-H , and the positive experience her child had that she immediately campaigned and convinced the other parents of MAP to form the 4-H Club “Autism Support Kids” (ASK).



A.S.K. 4-H Club member joins in on the North Florida Livestock Show & Sale activities.

From the formation of this club, several parents have contacted our office to enroll their children (with and without special needs) in 4-H activities. The Madison 4-H County Council and Leadership Club have made it a club goal to mentor and conduct activities geared specifically towards special needs youth while incorporating the younger non-special needs 4-H members as peer-to-peer teachers/junior mentors. Not only does this show the successful efforts of UF/IFAS and Florida 4-H programming to truly be an equal opportunity institution, but it is also great proof of the positive influence on the development of all youth to be considerate and contributing citizens.

Becky V. Bennett, 4-H YD EA I, Madison Cty

Fruits of Urban Gardening programs

The UF/IFAS Extension Small Farms Program in Lee County provided educational seminars (Urban Farming 101 and Urban Farming 202) that contributed to the establishment of the Roots Heritage

Food Hub, a 5-acre urban community farm project in the Dunbar Community of Fort Myers. The Dunbar area is a Food Desert Area (designated by the USDA). The farm serves a population of 80% African-Americans and employs two full time community members. The Lee County Department of Health cites this area as having a disproportionately high rate of obesity, hypertension and diabetes. Producing vegetables and herbs (including those serving ethnic tastes), the urban farm sold produce to about 300 consumers in 2012 who would have otherwise had limited or no access to the amount, quality and freshness of vegetables and herbs offered. The presence of the urban farm in Dunbar providing fresh vegetables to residents contributes to at least one of the objectives (access to healthful foods) of the Department of Health's Community Health Needs Assessment & Health Improvement Plan. Extension is proud to be the education partner in this effort.

Roy Beckford, Ag & Nat Resources EA III, Lee Cty

Customized Horticultural Training for City Staff with Expanding

In today's economic climate, Green Industry professionals are taking on more responsibilities, and sometimes they do not receive training prior to assuming new duties. UF/IFAS Extension's Environmental Horticulture program in Palm Beach county recognizes this and has developed individualized programs based on this need. One example is a recent educational initiative for the city of West Palm Beach. A meeting with city staff revealed a lack of funding for specialized educational programming and a need for training in specific areas. Management for the city's Water Utilities Department explained that some staff members were responsible for all aspects of managing the city's watersheds, including pest management, disease identification, and weed suppression. Based on the needs expressed by city staff, extension developed a 5-month custom training program to support the watershed staff's expanding

job duties. The resulting program encompassed the following topics, offered during a 5-month period (Oct 2012 to Feb 2013):

Tree biology and structural pruning.

Aquatic plant identification and management, herbicide safety, and secondary effects of management options.



City of West Palm Beach Watershed Management staff participates in a landscape pest and disorder identification workshop.

General landscape maintenance and installation.
Pest and disease identification.

Fertilization, herbicides, natural treatment alternatives.

Trainings lasted from 2 to 5.5 hours; they were held in various locations using a combination of informal discussion, hands-on activities, and formal presentations. There were between six and twelve participants in each class, which allowed for highly interactive learning. CEUs were offered to assist the staff in maintaining their pesticide applicator licenses at no cost to them. To measure the effectiveness of the plant pest and disease identification workshop offered in the 4th month of the program, the workshop was replicated 4 weeks later. The results were as follows:

Out of nine participants in a hands-on pest identification workshop, 66% were able to identify at least 3 out of 5 landscape pests/disorders as measured by a 4-week follow-up identification exercise. These scores were extensively improved

from the previous workshop where all of the participants were unable to identify any of the landscape pests or their symptoms. As a result of the workshop there was marked improvement in the participants' ability to apply integrated pest management (IPM) practices in positive identification and management of pests in the landscape. Both city and extension staff felt that the program made the best use of minimal training time. We hope to repeat a similar customized training program later this year.

Dr. Laura A. Sanagorski, Env Hort EA I, Palm Beach Cty

Rain Barrel Bonanza for Local Sarasota County Schools

Storing rainwater helps reduce storm water runoff, which can lead to reduced nutrient concentrations in storm water ponds, streams, lakes and bays. Rain barrels help with this process and conserve water by collecting rainwater that can be used for plants and gardens. The UF/IFAS Extension Florida-Friendly Landscaping™ Program in Sarasota County recently received a donation of 50 barrels from the beverage company Redi-2-Drinq Group. In cooperation with IFAS Extension's Community and School Gardens program, the donated 55 gallon barrels were wrapped with a banner featuring the nine Florida-Friendly Landscaping™ Principles (Right Plant, Right Place; Water Efficiently; Fertilize Appropriately; Mulch; Attract Wildlife; Manage Yard Pest Responsibly; Recycle; Reduce Storm water Runoff; and Protect the Waterfront). These barrels were then offered to Sarasota County District Schools. Thirty-one Sarasota schools with school gardens received rain barrels. The remaining barrels were distributed to private and pre-schools without garden programs. In addition, the schools received educational packets with rain barrel instructions and coloring sheets about storm water runoff. The rain barrels provide educational school yard demonstrations for

students from pre-school through high school and for parents and teachers. Using the barrels helps schools conserve our finite water resource. If only filled once, schools will save $50 \times 55 = 2,750$ gallons per year. Continued use will increase water savings considerably. The rain barrel distribution received local media coverage and also brought positive attention to our ongoing monthly rain barrel programs.

Annemarie Post, Env Hort EA II, Sarasota Cty

From Stem to Stern II

A statewide boating and waterways conference held in Clearwater Beach attracted more than 150 attendees and provided a unique forum to share accomplishments, discuss ideas, and consider priorities for future actions. Conference highlights included keynote addresses from Herschel T. Vinyard Jr., Secretary of the Florida Department of Environmental Protection and Dusty McCoy, President and CEO of Brunswick Corporation. The conference gave boating and waterways planners, managers, users, and researchers the opportunity to discuss issues and to network with colleagues. In a post-meeting survey, attendees gave the conference high marks for content, organization, and networking opportunities. Preliminary results from the 6-month survey show that 78% of 41 respondents have applied what they learned during the Stem to Stern II conference in their work. As a result of strong interest in another meeting, a tentative plan to host From Stem to Stern III is already being discussed for March 2014. The planning committee included partners from Florida Sea Grant, the Florida Fish and Wildlife Conservation Commission, the University of Florida, and for the first time, the Florida Department of Environmental Protection. The conference was composed of eight panel sessions held over 3 days, and featured three optional in-depth training sessions on topics relevant to resources managers.

Betty Staugler, Sea Grant EA II, Charlotte Cty

Fabulous Foods, Multi-County FCS Programming

During the county listening sessions held last year it was strongly indicated that our extension audiences wanted to return to basic food preparation through hands-on learning. Leon, Liberty and Wakulla County FCS faculty (Kendra Zamojski, Monica Brinkley and Shelley Swenson) planned and implemented a multi-county four-part series of cooking schools reflective of these needs. While preparing and dining on nutritious and economical foods, participants were encouraged to make behavior changes according to 2010 USDA Dietary Guidelines.



Kendra Zamojski with her class



Participants preparing their soups

The series included:

“SOUP”ER BOWL, consider soup as an economical, nutritious choice!!!

FLORIDA Seafood. Seafood is quick and easy to prepare. Consider its health benefits while incorporating seafood in family meals.

FIVE-INGREDIENT RECIPES... delicious dishes with five ingredients or less to make cooking easier, faster and down-right irresistible.

Growing and Using HERBS. Culinary herbs are not consumed in large quantities, but some have

measurable nutritional values. It is easy to grow most of the herbs you use in a small space or even in a container.

Each class included a mini-nutrition lesson and a hands-on component in small groups of two or three people at each station. The best part was



Participants preparing their soups

the sampling of their success of learning together and leaving with valuable information and tested recipes!

Evaluations were extremely positive in the learning that resulted with behavior changes being reported.

Kendra Zamojski, FCS CED EA III, Leon Cty
Monica Brinkley, FCS CED EA IV, Liberty Cty
Shelley Swenson, FCS EA II, Wakulla Cty

Using Adobe Connect to Expand our Extension Audience during the Northwest Florida Artificial Reef Workshop

The Florida Panhandle’s first regional Artificial Reef Workshop in 6 years was held in Niceville on Feb 19 and 20. Workshop organizing partners included UF/IFAS Florida Sea Grant, the Florida Fish and Wildlife Conservation Commission (FWC), the Mexico Beach Artificial Reef Association, and the Emerald Coast Artificial Reef Association. Serving as hosts and moderators for this event were FWC Artificial Reef Program’s Keith Mille, Jon Dodrill, and Bill Horn, plus UF/IFAS Florida [Sea Grant Agents](#) Brooke Saari (Okaloosa/Walton), Chris

Verlinde (Santa Rosa), Rick O'Connor (Escambia), Scott Jackson (Bay), and Geoff Wallat (Taylor).

The event brought together county artificial reef coordinators, fisheries researchers, government agencies, diving and fishing charter businesses, reef construction and monitoring businesses, and leaders from recreational fishing and diving communities.



Northwest Florida Artificial Reef participants take a moment for a group photo (courtesy of Bree Sparks)

Sessions and guest speakers provided the latest information regarding reef design, artificial reefs and fisheries management, monitoring tools, artificial reef construction issues in inshore and near-shore state waters, the economic benefits and impacts of artificial reefs in NW Florida, and other artificial reef topics of local interest.

In total, 90 attended the workshop with another 18 joining live through our UF/IFAS Adobe Connect Seminar Room. Working to provide media content on-line and live were Extension Agents Brooke Saari and Scott Jackson. Bree Sparks, Walton County 4-H alumni and recent graduate from UF/IFAS Ag Communications provided IT and social media support.

County faculty streamed live presentations from presenters and panelists to remote viewers using high-speed internet. The event was recorded for later access. In Adobe Connect, "recording" allows for resources such as speaker notes, handouts, and web-links to be redistributed when the

presentation is viewed. You can view the Adobe Connect session recording by [clicking here](#).

The workshop's keystone moment was the panel discussion that included [Bill Lindberg](#), [Bob Shipp](#), [Will Patterson](#), and [Luiz Barbieri](#). These researchers clarified the current state of reef fisheries in the Gulf for many of the participants. They suggested strategies for use of artificial reefs based on recent research findings.



Panel discussions, like this one, provided detailed information and opportunities for collaboration. (right to left) Jon Dodrill (FWV) moderates discussion with Northwest Florida Artificial Reef Coordinators Allen Golden (Bay Co.), Scott Henson (Okaloosa Co.), and Robert Turpin (Escambia Co.) - Photo by Brooke Saari

Seventy participants attended the Artificial Reef Expo on Tuesday evening. Twenty-three exhibitors provided information from local diving and fishing clubs, reef related businesses, and county artificial reef programs. The workshop wrapped up Wednesday afternoon with a side-scan survey overview for artificial reef managers.

The success of this event insures that the next Artificial Reef Workshop for Northwest Florida is just around the corner! Participants indicated in the post-survey they would like to meet at least every 2 years to exchange ideas and strengthen collaboration to support regional artificial reef projects.

L. Scott Jackson, Aquatic/Marine EA III, Bay Cty

UF/IFAS Extension joins Alliance for Innovation network

GAINESVILLE, Fla. --- The University of Florida's Institute for Food and Agricultural Sciences has agreed to join a network of local governments dedicated to innovation, UF/IFAS Extension Dean Nick Place announced ...

The rest of the story can be found at:

<http://news.ifas.ufl.edu/2013/03/ufifas-extension-joins-alliance-for-innovation-network/>

The organization's website can be found at:

<http://transformgov.org/en/home>

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Save the Date! Easy as PIE Webinar Series

Date: April 17th

Time: 2-3 pm Eastern

Topic: Strategic Planning

Speaker: Jodi Gentry, Director, Human Resource Services, University of Florida.



Jodi is responsible for a comprehensive training and organizational development program, serving approximately 65,000 participants annually via instructor-led and online training. Experienced in strategic program development and assessment, Jodi leads a team that includes the Office of Human Resources professional communication staff as well as its Classification and Compensation Team.

Visit our website to learn more about the Easy as PIE Webinar Series: <http://www.centerpie.com/easy-as-pie/>

Contact Nicole Dodds for more information: ndodds@ufl.edu or 352-273-3139. Registration for the webinar is required and will begin on March 20th.

New Hires

Please welcome the following new faculty:

Kelly Greer, FFL EA II, Orange Cty
Geoffrey Wallat, Marine/Nat Res EAI II, Taylor Cty
Mace Bauer, Ag/Com Hort EA III, Columbia Cty
Ashley Stewart, 4-H EA I, Marion Cty

New Positions

We would like to Congratulate the following faculty members on their new position:

Julie Dillard, 4-H EA II to CED EA II, Washington Cty

Resignation

We would like to wish the following faculty the best of luck in their future endeavors:

Steven Lands Ag EA I, St. Johns Cty

Retirement

We would like to give our best wishes for an enjoyable retirement after many years of service and dedication:

Sandy Joyner, District I



Sandy worked for Extension for more than 7 years. During her retirement she will be enjoying time with her family and her garden.

David Palmer, Env Hort EA III, Manatee Cty



David has been with Extension for more than 15 years. His plans in retirement include grilling, relaxing and enjoying life.

Extension Comings and Goings is a monthly newsletter distributed by the Office of the Dean for Extension via e-mail and on the Extension web site at <http://extadmin.ifas.ufl.edu>.

If you have any suggestions or would like to submit your own recognition or short article of interest, please send them to Valkyrie Shah.

Please feel free to also forward any questions or comments about this periodical to Valkyrie Shah at valkyrieshah@ufl.edu.
